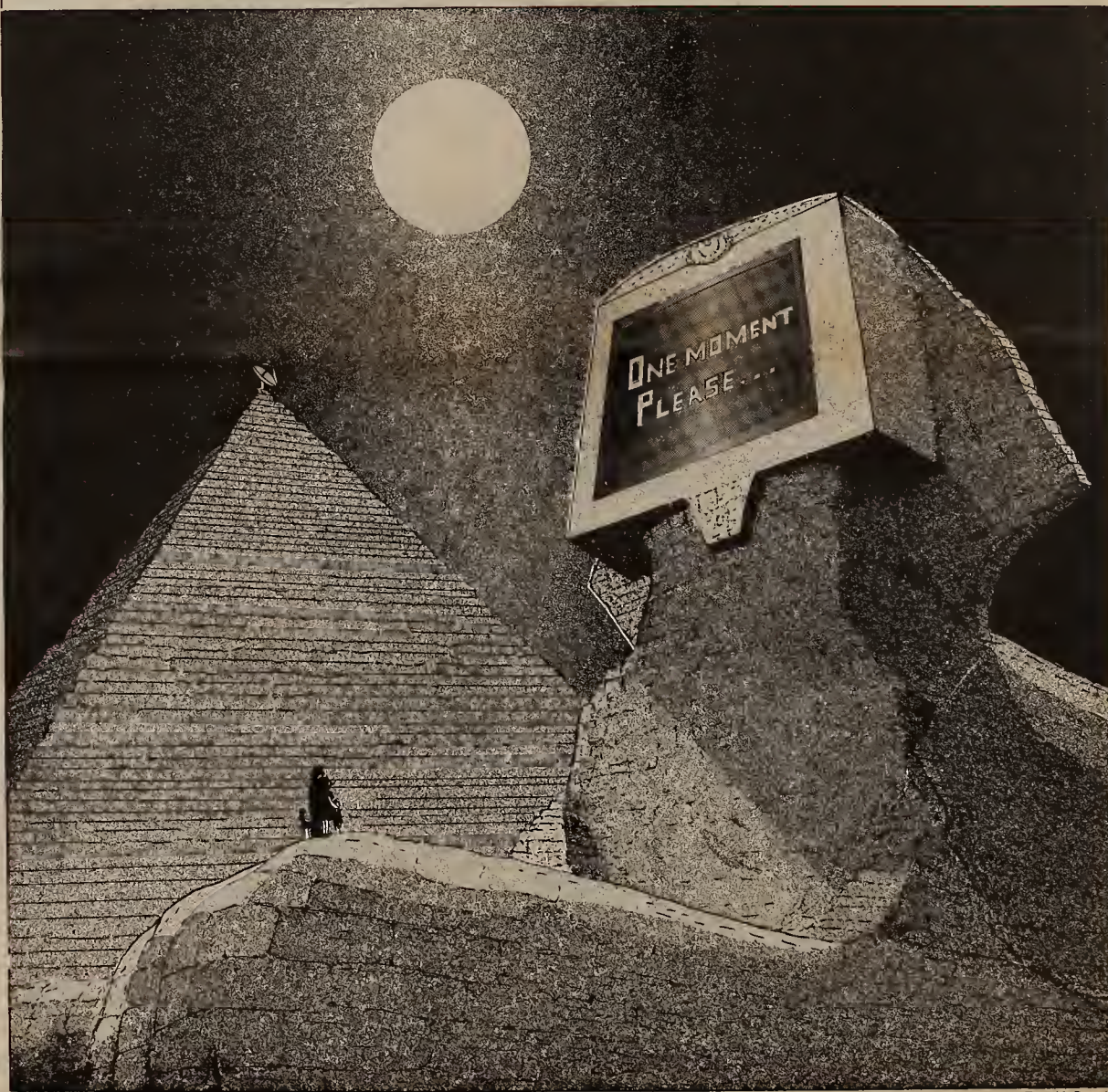




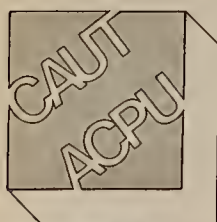
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ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

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Tom McDonald



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LETTERS LETTRES

Somewhat paranoid

I have been following, with some interest, the debate in the letters to the editor concerning academic freedom and academic life generally in the Soviet Union. Except for Lee Lorch's letter ("Anti-Sovietizing") most of the contributors appear to be, for lack of a better word, somewhat paranoid about the Soviet Union.

Having met Soviet academics, both in the West and in the Soviet Union, it is my experience that we share (as academics) many common problems, one of them being "academic freedom." Certainly academic freedom has been violated in the Soviet Union, but what's new? Surely it would be very naive to imagine (as Kenneth Hixborn seems to suggest) that Canadian academics are somehow exempt from limits placed on their academic freedom, or that such limits exist only in "totalitarian" social systems. Are we not guilty of applying double standards when comparing North America and the Soviet Union?

For example, in his article "Academic Freedom and the Canadian Professor" (the *Bulletin*, December, 1982) Michiel Horn suggests that "there must be clear and convincing evidence, assessed by a duly constituted committee of inquiry, that a certain professor has abused his position by turning his teaching or scholarship into an unbalanced argument for a single point of view. In that case it may be necessary and desirable to remove that person from his position" (my emphasis). This is precisely why Andrei Amalrik appears to have been expelled from Moscow University, yet this state of affairs in the Soviet Union is denounced as witch-hunting, whereas in the West it often seems to pass for a reasonable state of affairs. In North American universities, a professor with an opposing viewpoint might be dismissed on the grounds of "incompetence," whereas in the Soviet Union we consider such academics as being "dissidents."

To use Horn's quotation of the American social philosopher Ernest van den Haag, "prevent restriction, which makes selection and promotion dependent upon criteria other than professional qualifications — all too often on conformity to current academic or social fashion — has restricted academic freedom far more than formal outside threats to it" (my emphasis).

All too often we seem to impute dark intentions to Soviet academia where none may exist, mainly due to political rather than logical considerations. Thus an expansion of academic exchange would go far, in my view, towards both sides gaining a better appreciation of each other's conditions and academic realities.

Alexander Basilevsky
Department of Mathematics and Statistics
The University of Winnipeg

Danger of nuclear war

I am greatly appreciative of the several articles published in the December 1982 volume. For the first time in several years I felt that the *Bulletin* was dealing with the vital issues of our times rather than merely with our own self interest. This is not to say that our own issues are not important. The article "Academic Freedom and the Canadian Professor" by my colleague Michiel Horn was an example of great importance. My only criticism is that discussions of academic freedom can appear to be merely special pleading for one group in society

when they are not concerned with the freedom of all citizens. Academic freedom must not be demanded only for professors...we must fight to expand freedom for all.

However, the main point I want to make is that you have provided us with a series of first rate articles on the central problem of our time...that is, the question of the increasing danger of nuclear war. I have often wondered why university professors, including myself, have not researched and written more extensively on this question. Perhaps it is for the reasons given by Michiel Horn in his discussion of academic freedom. But aside from matters such as the quality of higher education, the standard of living attained by Canadians, federal/provincial relations, etc, the *Bulletin* has until recently been mainly self centered. By that I mean that it is primarily concerned with issues affecting the well-being of academics.

Obviously this is good and necessary, but it is not good enough in times like these. The major issue today is that of life and death on this planet. I believe that all of us who are concerned with these questions will welcome what I hope is a new concern for the need to prevent nuclear war. This cannot be done unless academics and the general public become vividly aware of the dangers we face. The generals and the industrialists (Eisenhower's Military/In-

dustrial Complex) are not going to help us in this effort. They profit from a continuation of the arms race even when, according to numerous experts, the Americans and Russians have twenty to forty times the number of warheads necessary to destroy all life on this planet.

Now that I am semi-retired, I have joined and am working actively with Science for Peace, the World Conference for Religion and Peace, and the Canadian Friends Service Committee...three organizations concerned and working to build a more just and equitable society. This is an essential step if we are to achieve the preconditions necessary for a world no longer suffering from nuclear madness. I hope that you will continue to address this problem.

Wilson A. Head
Associate Professor, Social Work
Atkinson College, York University

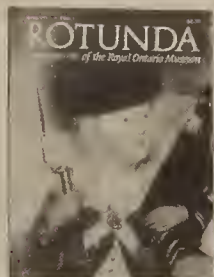
Below poverty levels

I read with interest the article by Jill Greenwell about the abundance of part-time instructors at universities in Canada (*CAUT Bulletin*, Dec. 1982). As a holder of a part-time position, and sole supporter of a family of seven, I appreciate the

P. 4

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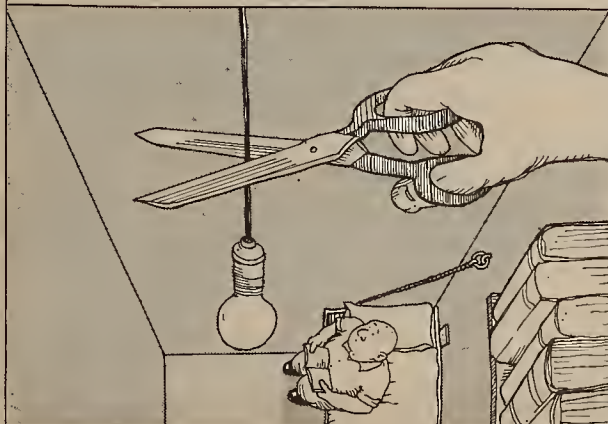
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Commentary

Restraint poor excuse to cancel prisoners' courses

by J. Douglas Ayers



Murray Long

Solicitor General Robert Kaplan announced in the House of Commons in January that he would not reverse his decision to cancel university programs in federal prisons despite a request from Svend Robinson, M.P. for Burnaby, to reconsider the move. If Mr. Kaplan's plans are implemented, postsecondary education courses provided by four universities — Victoria, Mountain, Queen's and Laval — will cease to exist. University credit courses provided by colleges will not be affected, however.

Considerable political pressure has been directed against the cancellation of the courses by prisoners, Citizens' Advisory Committees, a number of national organizations (including the CAUT) and interested citizens through petitions, telegrams and letters. Editorials have also appeared in the *Victoria Times-Colonist*, *The Vancouver Sun*, *The Winnipeg Free Press*, *The Kingston Whig-Standard*, *The Toronto Globe and Mail*, *Le Soleil*, and *Le Matin* condemning the move.

After meeting with Mr. Kaplan on February 4, representatives of the Canadian Association for Adult Education announced that the Minister had agreed to review his decision regarding the cancellation of the post-secondary programs in the hope of finding funds elsewhere. At the time of writing (March 4) there has been no further announcement.

As there is no definite promise to reverse the decision to cancel, it is believed that pressure must continue to be placed on Mr. Kaplan otherwise he will stand behind his original decision. Students and instructors of the University of Victoria Program in four federal prisons in British Columbia request your assistance in doing what you can to get the programs at the four universities reinstated. The most effective way to affect

Professor Ayers is co-ordinator of the University of Victoria Program at Abbotsford, Agassiz and Metcalvin.

the decision is to write a personal letter to Mr. Kaplan with copies to your local M.P. and Senator Jack Austin.

The University of Victoria Program has been in continuous operation since April 1972, originally in two institutions, now in four. From the beginning the program has had a theory as to how prisoners could be *habilitated*, that is, fitted out for society. The main thrust has been to use the humanities and social sciences for the discussion of social, political, and ethical issues in order to promote cognitive, social, and moral development. This approach leads students to appreciate alternative

points of view and understand the roles that people play in society.

The fact that the program operates full-time, in a separate area of the prison, provides for the development of social and interpersonal skills through modeling from staff and visitors. In addition, student-prisoners participate in student affairs through a Council; senior students tutor

new students; plays are produced for the public, thus involving the community; and there are evening sessions of various types, including film criticism. The aim of all these activities is to promote socialization and acceptance of responsibility. In the process students develop more effective communication skills and a commitment to the program and to learning.

The four university programs were supposedly cancelled in the name of restraint. However, the taxpayer will actually have to pay more as education programs are less costly than other prison programs; and contract programs, especially academic ones, are less costly than other programs. For example, the University of Victoria Program currently costs just over \$3,000 per year per prisoner, while the loss for the industries program was \$8,000 per year, and for the agri-business \$14,000 per year in 1981-82 after revenue was included.

The university programs have been shown to be cost effective by a Ministry of Supply and Services study, and a number of evaluation studies have been conducted attesting to both their immediate and long-term positive effects. Wardens, the citizens' advisory committees, and virtually all prisoners (not just students) in the institutions involved, have requested that the decision be rescinded.

It can only be assumed that the Solicitor General and his advisors are confusing the means with the ends of education. They are supporting the nineteenth century philosophy that education should be training for productive citizens at the expense of education for values. Will you write now? Thanks.

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LETTERS LETTERS

significance of the comments in her article. Before the CAUT probes too deeply, I feel that the opinions of those quasi-faculty members like myself should be heard.

Although my income from the University of Regina is modest, I am able to supplement it through high school teaching. Moreover, the provincial government has provided Family Income Assistance to families like mine whose annual income falls below 'poverty' levels. Two years ago, I discussed my situation with a visiting Polish professor, who pointed out that my standard of living is as good as that of a full-time professor in a Polish university.

What fate would await people like myself if universities chose not to act in a humanitarian manner and provide part-time positions? I have four university degrees, and have discovered to my surprise, that they are regarded outside a university as just so much trash. I received my doctorate in physics eighteen years ago and have never been able to find permanent full-time employment. The best jobs I had were probationary appointments, sessional lectureships, and teaching assistantships at universities, largely on a part-time basis. At other times during this eighteen-year struggle, I was (a) unemployed — 3 years, (b) teaching in various high schools — 3 years, or (c) working as a common laborer in a greenhouse, or as a janitor, or as a night watchman — 3 years.

Employers outside universities regard my inability to secure employment, despite holding four good degrees, as *prima facie* evidence of incompetence on my part. Most employers see academics as simpletons who wouldn't be able to make a living, if they were not paid for babbling away at students in university lecture halls and classrooms.

Part-time employees do not want their careers jeopardized by stringent labour legislation. However, there is a definite

need for UIC regulations to cover the pattern of part-time university employees. I found that collecting UIC benefits during the summer break has been a perennial hassle, since the hours/week cited in the official university record of employment is often understated. UIC officials should recognize that, for instance, '10 hours per week' really means 20 hours per week for the lecturer or teaching assistant, and '15 hours per week' means 30 hours. Most university positions of a part-time nature make very elastic demands on the time of those concerned.

I hope you will find my comments useful. I receive the *CAUT Bulletin* and find it quite stimulating.

J.J. Klein, Lecturer
Physics & Astronomy
University of Regina

Anti-Canada diatribe

I note that Dr. Conway did not consider it necessary to deal with the substantive points raised by critics of his anti-Canada diatribe ("The Other Canada," *CAUT Bulletin*, September 1982). I am surprised neither by this nor by his preference for pomposity over satire. But why does he dismiss his mother's advice against biting the hand that feeds him? I consider that a valid and honourable principle. I also wonder why he seems to hold ingratitude in such high regard. At any rate, if he had wanted to meet some minimal criterion of fairness and objectivity (never mind gratitude), he should have compared Canada with what exists in the rest of the world, not with some imaginary Utopia. He might then have produced something like a reasonable critique, rather than a parody of one.

Peter Suedfeld
Department of Psychology
The University of British Columbia

Wave of red-baiting

I am not given usually to writing letters to editors. In fact, until now I have been one of the "silent majority" of CAUT members who quietly pay faculty association dues and quietly turn the pages of each *CAUT Bulletin* in the expectation of finding information relevant to our profession.

However, I am at last provoked to protest strongly against the anti-Soviet propaganda refrain that has inundated recent issues of the *CAUT Bulletin*. As an outsider, I must admit to bewilderment as to why and who in the inner circles of the CAUT Executive authorized the current wave of red-baiting — I can only speculate as to whether it was conceived to discredit the current anti-nuclear peace movement among Canadian academics.

Whatever the case, the virulent anti-Communist tirades, unprovoked by Soviet academics, have become very tedious. They make the *Bulletin* increasingly distasteful to read, reducing its value as a professional journal. Surely something more useful to members of CAUT and the university teaching community at large can be found for the *Bulletin* than constant, spiteful and ineffectual letters which attack the Soviet Union and slander our colleagues in that country. What is even more reprehensible is the publication of letters that cast aspersions on the integrity of those Canadian professors who have had the courage to defend the Soviet Union and Soviet academe in the letter section of the *Bulletin*.

The most glaring case in point is the letter

"The Canada - Latin

While the discussion of *ideas* and *opinions* may leave room for errors and for approximations acceptable to a certain degree, accusations against *persons* are a more serious matter and must be related with accuracy, truth and rigor.

In 1982, two individuals of respected Canadian universities, Professors Liisa North and Jorge Nef, published a tract entitled "Academic repression in Latin America: The Canadian Connection," *CAUT Bulletin*, October 1982. The article in question was inaccurate. The authors have written a document "updating" the situation of university life in South America, asserting "support" on the part of the Inter-American Organization for Higher Education (IOHE) for some political regimes of South America!

Anyone familiar with the IOHE's "activities" knows how much it refrains from any political involvement and avoids debates of this nature. The Organization is solely dedicated to the development of higher education in the Americas and has no resources or intentions to devote itself to political issues and regimes of other countries.

Had the October article restricted itself to discussions of ideas and of the IOHE's neutrality in politics, we would have accepted an extensive dialogue. But their text is also filled with gross inaccuracies which must be denounced for the sake of objectivity and truth when appearing in academic publications of the importance of the *CAUT Bulletin*, especially when it involves and reflects abroad on the image and reputation of thousands of Canadian academics.

Here are a few examples of such inaccuracies:

□ The authors identify the former rector of the Universidad de Chile, Mr. Augustin Toro Davila, as a partner in the "protection racket" with the former director of DINA (compared by the authors to the Gestapo): "Rector Toro Davila is a partner in this commercial undertaking." The IOHE has investigated and counterchecked this information through various channels of highly respected and informed persons and it is now clear that the rector of the Universidad de Chile *never* was in any way a partner directly or indirectly with DINA's police or in any protection racket.

□ The authors quote such highly respected papers as the *New York Times*, August 5-12th, 1980, and *The Nation*, August 30th-September 6th, 1980, to accredit their story that rector Toro Davila is a "partner" with DINA's ex-director. Anyone reading these two papers will find that there is in reality no such link or reference at all to rector Toro Davila in these two newspapers. Using false references or misquoting is not accepted in any academic circle of the world and especially in Canadian universities and publications.

□ The authors claim, on three occasions in their paper, that a rector from Chile and another from Argentina are "vice-presidents" of the Organization. These are errors of fact since no rector of these countries has ever held such a position in the IOHE. These countries hold only one seat on the Executive Committee, no more, in equality with other countries in our hemisphere.

□ The authors claim that the Department of Education of Quebec is "heavily supporting" the IOHE. No such support was ever received from that Department. A unique grant of \$4,950 was received from the Quebec Department of Intergovernmental Affairs for a specific project in Mexico in 1980, corresponding thus to less than 2 percent of our budget at the time!

□ The authors write: "It is therefore shocking that the *first annual Congress* should have been held in Buenos Aires, under the auspices of Argentina's Ministry of Education". The *first Congress* of the Organization was held in Canada, in 1980. The 1981 Congress was the Organization's Second Congress and was not held under the "auspices" of Argentina's Ministry of Education, but under the auspices and co-operation of the two associations of public and private universities of Argentina, in Buenos Aires.

□ Most of the major references in the authors' paper relates to events or documents dating from 1973 to 1977. Our Organization was founded at the Congress of October 1980 and began most of its activities and co-operation in 1981. There is therefore, no basis to establish any link between our activities and these persons when our Organization was not even in operation then. Even worse to pretend that we gave an "aura of respectability" to these actions or regimes when we were not even in existence!

□ The authors claim that the repression that existed in the mid 70's still exists and can now be also found "to a greater or a lesser extent in other Latin American members of the IOHE". We defy the authors to substantiate such a generalization which unduly gives a dark picture of their former homeland. The majority of Latin American countries now have a stable and democratic university life such as we find in Canada, (Brazil, Costa Rica, Colombia, Caribbean, Ecuador, Mexico and Venezuela are good examples). We even find in these universities the same type of struggles and expression of ideas, strikes, student activists that we find here, but not any worse, as the authors tried to imply.

□ The authors, speaking three thousand miles away from a reality with which they keep few objective ties, try to interpret as a "purge" a new law in Chile which restructured higher education on the American model. They claim that the only remaining professors of economics had been "dismissed". If the authors had taken time to consult the most elementary and recent documents issued from these universities, they would find many dozens of professors still teaching economics, most of them with a Ph.D. from the United States or Europe. Even the Vatican itself recently endorsed that new reform for its own Catholic universities in Chile by decree of the Sacred Congregation, dated April 19th, 1982.

□ The authors also refer in their paper to the closing of departments and firing of professors in 1981, alleging a "purge" against them. The authors may be wise to check their information before making such an assertion; most, if not all of these dismissals were essentially the result of current financial difficulties, as is the case in the United States, Canada and Europe, where more than 60,000 professors in higher education have also lost their jobs in the last two and a half years, due to cutbacks caused by financial tightening. Many departments and even campuses in the United States have been closed just as they have in Latin American countries which are not exempt from these difficult economic times and have also had to take drastic decisions of this type.

□ The authors give emphasis to a specific congress held by the IOHE in Argentina in 1981, but neglect to mention the numerous other meetings that were held in other American countries, where Canadian academics were active participants. These meetings in Mexico, the Caribbean, the United States, Brazil and Canada had participants of all tendencies and countries, from the left and the right, but discussions were between civilized academics able to maintain a dialogue and exchange ideas and

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were solely dedicated to higher education issues.

The outraged responses from university presidents and professors in reaction to the authors' lack of objectivity demonstrate how Canadian leaders in higher education perceive their role in international development and co-operation and how their approach corresponds to Canada's stand in other international organizations, whether they be the UNESCO, the United Nations, the AUPELF, The Association of Commonwealth Universities, etc. Political regimes come and go, but the universities continue their mission through the centuries as permanent institutions.

The IOHE (Organización Universitaria Interamericana) is dedicated to the improvement of higher education and interuniversity co-operation amongst all countries of the Americas and will refuse any policy which would isolate academics and researchers of any country on the grounds that they do not benefit from a "democratic" regime in their own country. In such instances, constant dialogue and co-operation are more fruitful and helpful than isolationism in influencing the evolution of political, social and educational systems of other countries.

The Organization is also in total agreement with CAUT, which took a strong stand recently on academic exchanges. The Canadian Association of University Teachers, at its May 1982 Council, passed the following resolution:

Be it resolved that the Council of CAUT, while deploring all violations of academic freedom and human rights, endorses the principle of the resumption of national exchanges with the Soviet Union and the countries of Eastern Europe; and instructs the President of CAUT to communicate this sentiment to the Prime Minister, the Minister of External Affairs, the SSHRCC, NSERC, MRC and other granting agencies and the faculty associations comprising the CAUT.

This position was also supported by the majority of Faculty Associations in Canadian universities and the same position of wisdom, fair-play, pragmatism and open-mindedness can be applied to Latin America and this is also the policy followed by the Inter-American Organization for Higher Education.

François Lioriot
Executive Director
Inter-American Organization for Higher Education

Liisa North and Jorge Nef reply:

Since Dr. Lioriot displays a truly remarkable disregard for his "accuracy, truth and rigor", we will take up the points one by one.

□ The Santiago daily *La Segunda* (June 3 and 4, 1981) identifies Toro Dávila as a Manager of Seguridad y Asesoría Integral Alfa-Omega, whose owner and general manager is ex-DINA Director Contreras.

□ The *New York Times* and *The Nation* are cited clearly with reference to the character of the former DINA director's enterprise and nothing else.

□ The information about Chilean and Argentine vice-presidents comes from IOHE's own publication (Vol. 1, No. 3, p. 23). The same publication states that the IOHE Council will have four Argentines and three Chileans among its 39 members (p. 11). We make no reference to any Executive Committee.

□ The words "heavily supporting" do not appear in our article.
□ The Buenos Aires congress was the first annual meeting following the establishment of IOHE in Quebec. The Argentine associations which sponsored the meeting are under the control of the Ministry of Education.

□ Information on repression including and through 1982 is available in the Annual Reports of UNESCO, Commission on Human Rights, Ad Hoc Working Group on the Situation of Human Rights in Chile. Independent scholars working in Santiago and Buenos Aires report that IOHE membership has indeed been used by official authorities to lend an aura of respectability to their repressive educational policies.

□ The continuation of repression is well documented in the above and other reports prepared by human rights groups, churches and legal societies. As for the quotation concerning university conditions in the other Latin American and Caribbean countries with IOHE members, it is taken out of context. We specifically referred to Bolivia and Guatemala; we could also have added Guyana.

□ Once again, we are misrepresented. We have quoted the *American Universities Field Staff Reports* (1981 / no. 12 South America) by T. G. Sanders on "Education and Authoritarianism in the Southern Cone" as follows: "the last three professors in the economics department... who held divergent economic interpretations", were dismissed. Friedmanites remained.

□ As to Dr. Lioriot's claims for financial and administrative reasons for dismissals, see the above cited Sanders and UNESCO Reports, *Clearing House Report on Science and Human Rights* (May 1981, Vol III, No. 1) by the AAAS Committee on Scientific Freedom and Responsibility, and the references in our article.

□ Since the annual meetings of an organization have a special significance, we find the choice of Buenos Aires in 1981 particularly regrettable. If nothing else, the post-Falklands revelations should make it clear to Dr. Lioriot that those who carried out the "dirty (internal) war" of 1976-77 and appointed the current university authorities continue to be in charge.

Three final points.

□ Dr. Lioriot also misrepresents our backgrounds. For the record, only Prof. Nef is Chilean by birth. A supporter of Christian democracy, Mr. Nef studied in the U.S. from 1968 to 1974 when he came to Canada. Prof. North was born in Finland and came to Canada in 1971 after studying in the U.S. Neither was personally exposed to the Chilean dictatorship.

□ Second, Dr. Lioriot falsely accuses us of isolationism. We have clearly spelled out proposals for, and examples of, legitimate academic exchanges in our article.

□ Third, the question of cooperating with educational institutions in Communist countries is a red herring: in those countries one can deal only with state controlled institutions. There is a choice in Latin America. In any case, the existing scholarly exchanges with the Soviet Union and Eastern European countries have been organized with selectivity with respect to the internationally recognized quality of their work. This is evidently not the case of the IOHE.

LETTERS LETTRES

from Kenneth Hilborn (*CAUT Bulletin* Vol. 29, 7 December 1982, p. 2) which spurs Professor Lee Lorch in disdainful tone for daring to speak against red-baiting. Professor Hilborn prefaces his remarks with his credentials as the teacher of a (history?) course on totalitarianism, without indicating whether his syllabus includes U.S. state-monopoly capitalism as one of the variants of totalitarianism. To maintain the genre, as the teacher of contemporary history courses, I retort that despite the attack on Professor Lorch, there is very little historical substance or evidence in Hilborn's missive to support his sally. The Amalrik anecdote — mined from a standard source of Kremlinologist demagoguery — is merely an anecdote. Assertions about the "lack of academic freedom in the Soviet Union" were already old-hat when they appeared in the *Völkischer Beobachter*, and they are stock-in-trade in today's *Reader's Digest*. If statements like "Moscow was in league with the Nazis from 1939 to 1941", as refutations of the Soviet Union's diplomatic struggle for anti-fascist collective security and the alleged existence of a Communist-Nazi "partnership", are an indication of the content of Professor Hilborn's teaching, I can only express sympathy for his students.

Most disturbing, however, is what I consider a scurrilous impugning of Professor Lorch's integrity. As a member of a visible racial minority, I am keenly appreciative of Lee Lorch's honourable record as a fighter for civil rights and against racist oppression. His record in defense of freedom and civil rights is long, well-documented and accessible to any scholar. Has Hilborn ever suffered censure, reprisals, persecution for his action in defense of the human rights of a non-white minority right here in North America? Lee Lorch has. Assuming that Hilborn is unaware of Lorch's credentials and has no personal vendetta against him, I can only guess that his purpose is a Cold War "crusade" for MX-missiles and other World War III paraphernalia.

Clarence J. Munford
Department of History
University of Guelph

Handicapped students

I just read your article: "The faculty — key to accessibility for the disabled student," by Thomas F. Siess in your publication of December 1982. It was a good article and I would like to commend the author for writing it and you for publishing it.

It would be good to have an organization like CAUT making their presence felt with the Government of Ontario in the cause of academic services for our handicapped students.

Ingrid M. Haase
Librarian. Resource Person for
Handicapped Students
University of Ottawa

Helsinki dilemma

The article, "The Helsinki dilemma" (*Bulletin*, Oct. 1982), deserves response even at this late date. The author, Professor Webbing, downgrades the importance of the Helsinki Final Act in respect of human rights and comes close to justifying Soviet infringements of these provisions. Soviet dissidents, he writes, are violating the laws of the U.S.S.R., whose government has the right under Helsinki to deal with them

without external interference.

Prof. Webbing notes correctly that the Final Act is not an international treaty and hence is "without the force and effect of international law and practice behind it." Helsinki does set forth, he admits, "some moral and political commitments which the states seem (why seem?) to accept," but these are "less than binding in international law."

In fact the Helsinki commitments are clear and precise, and even though not strictly legal in form, are obligatory for the 35 signatories. Each has therefore the right to query its partners on their failure to carry out its obligations. International agreements would indeed be futile and farcical if each state did not have the right to draw attention to another state's failings in respect of mutually assumed obligations, whether legal or non-legal in form.

Nor does this involve intervention in the state's internal affairs, or any derogation of its sovereignty. Louis Henkin, cited by the author, writes: "Intervention, strictly, means dictatorial interference by force... discussion and recommendation are not intervention. Human rights moreover are a matter of international concern, not essentially within any state's domestic jurisdiction..." (Henkin, ed., *The International Bill of Rights*, New York, 1981, p. 14).

It is true, as Webbing writes, that Helsinki does not establish any "external or superior enforcement mechanism" and must rely on "voluntary self-enforcement." This is true also of an international treaty such as the Covenant on Civil and Political Rights. Supervision of the fulfilment of the treaty's provisions is left to the rather ineffective procedures of the Committee on Human Rights, which are weakened still further by the unwillingness of the Soviet Union to agree to the special provisions of article 41, or to adopt the Optional Protocol. Similarly, the

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LETTERS LETTRES

Helsinki Final Act must rely on the less than perfect procedures of the follow-up meetings, such as those held in Belgrade and Madrid, where, however, a "thorough exchange of views on the implementation of the provisions of the Final Act" is to take place.

Although at these meetings the Soviet Union has invoked the old chestnut of "non-intervention in internal affairs" repeatedly, the NATO bloc, as well as EEC and neutral governments, have rejected this interpretation of Helsinki (which Prof. Webbing accepts) and have insisted on their right to criticize other signatories for their failings in respect of human rights. That the Soviet Union and its allies have continued to infringe on Helsinki's human rights provisions in spite of this censure illustrates the weakness of international arrangements to "enforce" commitments, but does not confirm the right of the Soviet Union to ignore these commitments.

In exceptional cases (such as the Polish human rights violations under military rule, or Soviet breach of sovereignty and interference by force in Afghanistan, and indirectly in Poland), other states may (as they have in fact done) impose economic sanctions on the offending states. Although these measures have not been effective in encouraging changes in the policies of the latter, they are a legitimate exercise of "sovereignty" of the former, and do not constitute intervention in the domestic affairs of the latter.

Prof. Webbing makes much of the contradictions between the Helsinki com-

mitments on human rights, and those on sovereignty and non-intervention, and repeatedly suggests that the latter are more important or basic than the former. "The recognition of the primacy of the notion of state sovereignty and the principle of internal non-interference runs throughout the entire Helsinki Final Act."

In fact the Final Act states quite clearly that the ten principles to govern international relations are "all of primary significance"; the signatories "declare their determination to respect and put into practice each of them in its relations with all other participating states" (and in another paragraph, "in their relations with all other states" — *vide* Afghanistan!). Principle VII, on human rights, is quite detailed and employs exactly the same "hard" language which Prof. Webbing finds only in the provisions on sovereignty and non-intervention. "The Participating States will respect human rights and fundamental freedoms" and will constantly respect these rights and freedoms in their mutual relations and will endeavour jointly and separately... to promote universal and effective respect for them" (my italics). Further — "They confirm the right of the individual to know and act upon his rights and duties in this field," thus justifying the right of dissidents to monitor their government's performance under the Helsinki agreement.

One may criticize as weak and ineffective the procedures of the Helsinki process, as well as those of the United Nations under the international covenants (as I do). One

may regret, as I do, that certain states, such as the U.S.A. have failed to ratify the covenants, and that other states, such as the U.S.S.R., have not accepted the Optional Protocol (as Canada has done). One ought not, however, I believe, use these weaknesses of existing machinery for monitoring state behaviour in respect of human rights to condone Soviet violations or to question the right of other states to draw attention to them.

Constant and unremitting defence of the Helsinki provisions at follow-up meetings and on other appropriate occasions, will help to strengthen the human rights standards embodied in numerous international treaties and agreements. This may in time assist in making these standards (like those of the Universal Declaration of Human Rights, which is also not strictly a document of international law) a part of the rules and customary international law, or, in the words of the Helsinki declaration, "principles guiding" the relations among states and contributing to peace and co-operation in Europe.

H. Gordon Skilling
Emeritus professor of political science
University of Toronto

Professor Webbing replies:

Professor Skilling's letter is an illustration of what I suggested was a characteristic of the Helsinki Final Act, which is that the Act can mean all things to all people. In effect, the Helsinki Final Act is a collection of contradictions.

Professor Skilling observes that each of the signatories have "...the right to query its partners on their failure to carry out its obligations." But, according to Article I, Basket I, the state subjected to such queries is not violating the Helsinki Final Act if its response to these is that it's an internal mat-

ter and you have no right to interfere. It is my opinion that the signatories to the Helsinki Final Act did not strengthen the Louis Henkin position that "human rights moreover are a matter of international concern...", as cited by Professor Skilling, when they included in the Final Act a statement that the agreement did not qualify for registration under Article 102 of the United Nations Charter. Consequently, the moral imperative attached to the concept of human rights is not advanced by the Helsinki Final Act and all signatories must bear the responsibility for the downgrading.

I don't know why or how Professor Skilling gets the impression that I was attempting "...to condone Soviet violations or to question the right of other states to draw attention to them" as he suggests in his letter. In my article I said:

"This is not to say that the Soviet Union's behavior relative to human rights cannot or should not be challenged."

I then went on to say:

"Violation of the Helsinki Act is however, probably not the most defensible position from which to attack the Soviets on the issue of human rights. The reason is because the Helsinki Act endorses the principle of national sovereignty and non-intervention more substantively and specifically than the principle of an international obligation for human rights with its inherent commitment to the idea of international monitoring."

As I attempted to point out in the article, the problem is with the Helsinki Final Act which endorses a number of contradictory principles which inevitably results in confusion as to what behavior of what state is or

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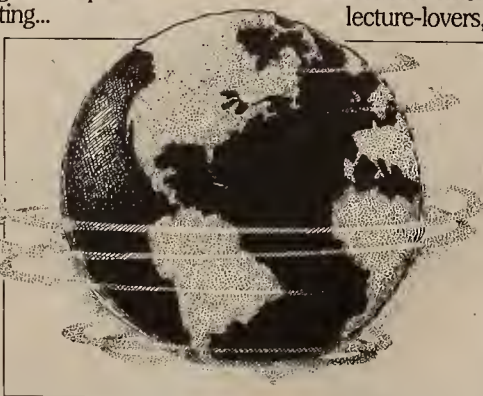
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JUNE 5 TO OCTOBER 22

Government pays lip-service to research, says CAUT

by Jill Greenwell and Richard Bellaire

Long-term job creation and economic growth will be harder to achieve unless the federal government changes its timid approach to research in this country, says the CAUT.

The association was responding to the 1983-84 Main Estimates, tabled February 22, which show that the budgets of the three granting councils which fund university research will be increased by between 6 and 7 percent.

"The government pays constant lip-service to the importance of research and innovation, and the need to educate young people in these fields in order to turn the economy around, but does far too little to bring in fundamental improvements in this area," said Ken McGovern, CAUT President.

"Science Minister, Don Johnston, says that we have only 25,000 scientists and that we need many more, but there is no way we can meet the increased demand for highly qualified manpower with these budget increases."

The Natural Sciences and Engineering Research Council (NSERC) and the Social Sciences and Humanities Research Council (SSHRC) both received only a 6 percent increase, with the Medical Research Council (MRC) receiving a 7 percent increase. There is a possibility that more funds will come to the granting councils by the route of supplementary estimates. But even if granted, supplementary estimates take time and can cause problems with the timing of grants

decisions by the councils.

"The rate of inflation in research is running at about 20 percent at the moment because of higher costs for supplies and equipment," said Dr. McGovern in a press release.

"An increase of only 6 or 7 percent just means that we will barely stay at last year's level, let alone hope for any real growth in research funding, and makes a mockery of the government's commitment to reaching its 1.5 percent GERD target (Gross Expenditures on Research and Development) by 1985."

The other major area affected by the estimates and of concern to the universities is the Established Programmes Financing Act. In the estimates EPF's allocation is calculated on the basis of the current legislation without any of the rumoured changes. It is still possible that EPF will be modified but the estimates were prepared as if there will be no change. This means that the federal transfers to the provinces for post-secondary education (including cash and tax points) will increase 9.8 percent in fiscal year 1983-84. Under the estimates the federal transfer for higher education will be over 4 billion dollars.

The question of what, if any, changes will be made to the Established Programmes Financing Act is still being debated within the government. The deadline is the end of the current fiscal year — March 31, 1983 — though the decision could perhaps be postponed for a few months.

Universities accused of profiteering

Ontario universities may have generated as much as \$17 million in extra revenue in 1981-82 from differential fees for foreign students, according to a recent study by the Ontario Federation of Students. It has been widely assumed that these revenues were deducted from government grants, but the Federation charges that the deducted revenues are returned to the universities at the end of each academic year under a provincial rebate scheme.

Although universities may not always receive rebates equal to the amount deducted earlier in the year from government grants, under the complicated scheme, they may receive more or less, depending on the percentage of international students.

The report calls into question the justification by university administrations for applying full formula differential fee increases in view of the redistributive rebate system.

Tuition fees for foreign students enrolled in Ontario universities in 1982-83 were a minimum of \$2,700 per two-term academic year, or \$4,050 for three consecutive terms. Manitoba, Saskatchewan, British Columbia and Newfoundland do not have differential fees.

Foreign students who are exempt from

differential fees include diplomatic and consular officials and their dependants, children of people admitted to Canada for jobs, convention refugees, students sponsored by CIDA, and students studying in Canada under eligible cultural exchanges.

In another development, the CAUT is establishing a committee of four Board members, chaired by Vice President (External) Philip Welch, to prepare a policy paper on foreign students.

The Association has long held to the view that the benefits of foreign student participation in the Canadian educational system far outweighed the oft-quoted disadvantages of such participation representing an added tax burden and taking limited university spaces from Canadian students.

Faced with growing pressure from some provincial governments to discourage foreign student enrolments, however, the CAUT is now advocating the implementation of quotas rather than differential fees as the more equitable method of ensuring a broader socio-economic mix in the foreign student body. Those interested in making submissions to the committee should write to Dr. Welch, c/o the CAUT office.

THIS IS THE PROPHET JESUS An Evolutionary Approach to His Teaching

by Fred Howes

"This book by a highly regarded engineering professor is a must for those seekers after life's richest rewards. It is a tense, highly readable account of the life, death and mission of the lonely Nazarene in the Jewish-Roman context of the early ADs. It is dramatic, enlightening and touching. For me personally, it has been the most challenging and reassuring work I have read in years."

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"I suppose some people would be tempted to say of this book, 'There is nothing in all this that an intelligent person cannot comprehend and act upon' — except that there are numbers of intelligent and otherwise well disposed people who do not comprehend and do not act upon it and that is where reasoned advocacy and the force of example enter in."

James A. Gibson, B.A., M.A. (UBC), M. Lit., D.Phil. (Oxon), LLD. (Carleton), President Emeritus, Brock University.

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Martyn Estall, M.A. (McGill), Ph.D. (Cornell), Professor Emeritus of Philosophy, Queens University.

About the Author: Fred Howes, a Veteran of the first World War, B.Sc., M.Sc. (McGill), Ph.D. (London), life-Member of Sigma Xi, ASA and life-Fellow of AIEEE, taught at McGill University from 1924 until he retired as Professor Emeritus of Electrical Engineering in 1964. He was a Charter-Member of the CAUT and the MAUT; President of the CAUT in 1953-4. He originated the *CAUT Bulletin* and was its Editor from 1953 to 1960. The author wrote this book because he believes that the teachings of Jesus provide a completely dependable alternative to the present-day confusion in human society, especially in the area of religious thinking. This book is intended for intelligent, educated persons who are looking for a way to live meaningful lives in a seemingly meaningless world.



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A LOBBYIST'S NOTEBOOK

by Ronald C. Levesque

Governments in Canada appear to have declared open season on public sector employees. Wage restraint legislation has been enacted or been threatened in many jurisdictions. In several jurisdictions legislation has been used to suspend or curtail collective bargaining rights. Bill 179 in Ontario not only effectively restricts salary settlements but also prevents bargaining during 1983.

Quebec Bill 111, an Act to ensure the resumption of services in the schools and colleges in the public sector, is the most recent such legislation. It was adopted February 17, 1983, after a lengthy emergency session of the National Assembly. The legislation was aimed at 80,000 Quebec teachers who went on strike on January 26, 1983. This Bill goes beyond merely curtailing bargaining rights: it denies basic rights covered by Human Rights legislation. The Bill deserves the universal condemnation that it has received. Such legislation must not only be repealed but also prevented from creeping into other jurisdictions.

Background to the Québec teachers' strike

In April 1982, the Québec government asked public sector employees to forego salary increases which were to take place in the last six months of their collective agreement, due to expire in December 1982. Those salary increases were intended to compensate for indexation (COLA) payments which had been restrained in the previous collective agreement. In reply, the Québec Common Front (which represents public sector employees, including teachers, in the CEG, CSN and FTQ) offered to open up the entire collective agreement for negotiation, not only those clauses relating to salaries.

The Québec government refused the offer, and subsequently enacted Bills 68 and 70. Bill 68 unilaterally modified public sector pension plans. Bill 70 reduced public sector salaries by almost 20 percent and advanced the expiry date of the collective agreement by three months. Bill 70 covers university faculty.

Negotiations took place in September and October 1982. The Québec Common Front submitted a proposal to freeze salaries — with the length of the freeze period clearly negotiable. The Québec government refused this offer and retained its own proposals for salary reductions and rollbacks in existing terms and conditions of employment. On November 10th, the Common Front staged a twenty-four hour strike to support its demand for a negotiated and fair settlement.

In December 1982, the Québec government enacted Bill 105, accompanied by 109 decrees covering 80,000 pages of text. In effect, Bill 105 and the various decrees comprise a unilateral contract extending until 1985. Bill 105 imposed salary cuts of up to 19.45 percent for a three-month period and limited salary increases for the next thirty-three months. The accompanying table illustrates the effect Bill 105 would have on Québec teachers' salaries.

For Québec teachers, Bill 105 also means increased workloads (additional hours in class and in total number of hours), an estimated 12,000 redundancies, reduced services and assistance to students, the development of part-time work and little or no job security.

In January 1983, teachers and other members of the Québec Common Front embarked on an unlimited general strike. The Québec government filed 23,000 complaints of engaging in an illegal strike under the Québec Labour Code. Although other members of the Common Front were unable to sustain the strike, they continued to support striking teachers. The Québec government then enacted Bill 111.

Teachers: Primary, Secondary and CEGEP: Weekly Salaries

JOB TITLE	JULY 82	JAN. 83	APR. 83	JAN. 84	JAN. 85
	\$	\$	\$	\$	\$
16 years' schooling	416.69	335.63	400.87	420.90	434.37
1 year experience					
16	648.58	522.37	603.54	633.71	653.98
15					
17	562.08	452.71	527.96	554.37	572.10
16					
17	702.54	565.83	650.88	683.42	705.29
15					
19	824.92	664.40	747.40	784.77	809.88
15					

N.B. Roll-backs listed under Jan. 83 affect grade school teachers starting in February and CEGEP teachers starting in March. Teachers' salaries are calculated on a weekly basis over 52 weeks. Source: The Montréal Gazette, January 28, 1983.

Bill 111

Bill 111 is unprecedented in its attack on trade union rights and civil liberties. It is so repressive that the Québec government had to suspend both the Federal and Provincial Charters of Rights in order to make it valid.

Specifically the bill:

- ☐ allows the government to sweep aside rules respecting hiring, firing and work organization to ensure the provision of adequate levels of service;
- ☐ permits dismissal with no procedure or formality other than a written notice. Dismissed teachers may, in certain circumstances, appeal to a special arbitration hearing, but the arbitrator's power is limited and there is a reverse onus of proof on the teacher;
- ☐ allows the government to suspend automatic dues check off for six months for every day the strike continues and to prohibit employers from paying salaries to individuals on paid leave for union activities;
- ☐ provides automatic fines equal to one day's pay for every day missed;
- ☐ threatens loss of three years seniority for every day of work missed;
- ☐ provides fines of \$50 - \$200 per day against individuals, \$2000 - \$10,000 per day against union officials and \$10,000 - \$50,000 per day against unions, etc.;
- ☐ transfers jurisdiction from the Québec Labour Code to the criminal courts;
- ☐ in all cases, presumes teachers guilty before proven innocent;
- ☐ allows the admission of evidence given in other proceedings without the witness' presence;
- ☐ suspends both the federal and provincial Charter of Rights.

The breadth of opposition to Bill 111 is quite unusual. For example, it has been rejected by the Québec Human Rights Commission as "totally unacceptable". The Québec Bar Association has stated: "It is recognized that charters of rights are of fundamental and constitutional nature, and that only serious and exceptional situations can justify their suspension. With respect, the Bar is of the opinion that present circumstances do not justify the suspension of the constitutional rights of Québec citizens." The Concordia University Board of Governors in a recent statement deplored "the extreme measures enacted in Bill 111 and is concerned about the effects the legislation will have on social justice and human rights in our society".

Letters.....p. 6

is not in violation of the Final Act. At no time did I "condone" the violation of human rights by any state and I am surprised that Professor Skilling makes that assertion. Professor Skilling's comments notwithstanding, I remain concerned that the Helsinki Final Act has hindered rather than helped the idea of an international human rights standard.

Illiteracy

I am very disappointed to see that in the current issue of the *Bulletin* (Feb.) there are numerous instances where "data" is used as if it were singular (e.g. page 28 towards the top of the second column). However, "data" is the plural form of "datum." Couldn't such illiteracy be kept out of a publication for university professors?

Ken Carpenter
Department of Economics
York University

Editor's note: Professor Carpenter is of course correct in stating that data is a plural word. However, the *Oxford Dictionary* does recognize that it is "also treated as sing."

CAUT condemns Bill 111

The Canadian Association of University Teachers strongly objects to government action, such as that proposed by the Québec government in Bill 111, to suspend the collective bargaining process and the Québec Human Rights Legislation.

The right to bargain collectively is fundamental in a democratic society and has been secured, like so many of our other fundamental rights, only after a long and persistent struggle. It is based upon the right of association recently enshrined in the Canadian Charter of Rights. If these rights can be treated so cavalierly, there is no assurance that other basic rights will be respected. The real test of our democratic system is its ability to preserve fundamental rights in times of difficulty.

Such action is doubly reprehensible when it singles out one section of society. The hope that other sectors may be influenced is no justification for such discriminatory action. This is like punishing an innocent minority as a threat and deterrent to others.

When government resorts to such legislation, with its ultimate threat of fines and imprisonment, rather than negotiation and persuasion, to settle terms and conditions of employment, it is using reprehensible methods. Such measures cannot be justified in a democratic society.

Action such as that proposed by the Québec government to suspend the collective bargaining process deserves condemnation.

CAUT BULLETIN — JUNE ISSUE

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BARGAINING TALK NÉGOCIATIONS

by Howard Snow

The two months since the last column have been a busy period in collective bargaining across the country. A number of faculty associations are preparing for, or have actually begun, negotiations. A noticeable exception is Ontario where the provincial government restraint legislation automatically extends collective agreements for an additional year. Even in Ontario, however, there has been considerable activity in this area as associations attempt to determine what, if any, negotiations can be conducted.

The major story in collective bargaining once again comes from Mount Allison University. At the beginning of January, the President of Mount Allison, Guy MacLean, terminated the employment of two members of the executive of the faculty association. One member held the office of chief negotiator and the other was treasurer and CAUT Defence Fund trustee. Following an outcry, the President reversed himself with respect to the treasurer and Defence Fund trustee. At the time of writing, however, he had remained steadfast in his termination of the employment of the chief negotiator, Professor Tom Storm.

The association has filed an unfair labour practice complaint alleging dismissal for union activity. In addition, the association has asked for intervention by the CAUT Academic Freedom and Tenure Committee and has sought support for its position from local faculty associations across the country. The AF&T Committee has authorized a Committee of Inquiry. A number of associations, the CAUT Defence Fund and many individual faculty members have written to President MacLean encouraging him to reconsider his position.

Throughout the two months since the termination, President MacLean has not offered any academic reason for the termination. Despite encouragement by the association, he has made little effort to discuss the issue or to find a resolution to a matter which has prompted great unrest on the campus. In one of the more recent developments, the Vice-President has resigned over this issue. While he did not make the original decision to terminate the employment of Professor Storm, he seems to have been unwilling to remain a member of a university administration which refused to deal with the issue and, in particular, refused to resolve the issue.

Readers of this column will recall the strong anti-certification campaign waged by the administration and Board of Regents at Mount Allison. The university took the view that none of the faculty members at Mount Allison were entitled to collective bargaining and delayed the certification for in excess of one year. After the certification, the parties began bargaining; it has gone very slowly. The faculty association has had difficulty in getting sufficient negotiating time and has been unable to make much progress when they do get at the table. A provincial government conciliator was appointed after only a few sessions. With the conciliator's assistance, negotiations seem to be a bit more fruitful but obviously the termination of the association's chief negotiator by the university will have an impact on the negotiations.

As the Mount Allison situation is unusual and significant, I will keep readers informed of any future developments.

In other negotiations of interest, the Athabasca and Calgary associations continue to negotiate under the new Alberta legislation. The Athabasca negotiations seem to be nearing a resolution. Both are negotiating only the non-monetary items. The monetary matters will be dealt with separately and include arbitration if the parties cannot settle. At Alberta the Final Offer Selection procedures have been invoked and a decision will likely have been made by the time this column appears.

At Guelph the association continues its pursuit of a Special Plan arrangement. The negotiations seem to be progressing, albeit slowly.

At Concordia the arbitration of the first collective agreement is continuing.

The association at Mount St. Vincent has been engaged in a sign up campaign leading towards a certification application. The members of the old association voted to pursue certification in the fall, established a new association which meets the definition of a union, and the campaign began shortly thereafter.

The annual CAUT Collective Bargaining Conference will be held June 26-30 at a resort north of Toronto. The conference stresses skills training for beginners and includes a number of workshops and speakers on matters of topical interest. The past conferences have been well received and this conference is expected to be better than ever.

In addition three regional bargaining conferences were held in March to discuss matters of immediate concern for this year's negotiations.

Cuts in funds threaten women

Women will continue to be trapped in job ghettos if universities cannot meet the growing demand for special education programmes, says the CAUT.

Women have accounted for more than 95 percent of the increase in all full-time enrolments in universities between 1970-79. An even more dramatic change has been the participation rate of part-time graduate and undergraduate women over the age of 25 which increased by nearly 250 percent. Enrolments of the traditional university student — male, undergraduate, full-time, and under 25 — grew by only 16 percent during the same period.

The CAUT fears that federal-provincial bickering over fiscal transfers will lead to cuts in the funding of post-secondary education, resulting in restricted access to universities.

"Women will, no doubt, be the major victims of such reduced accessibility," says Ken McGovern, CAUT President.

Reduced budgets, Dr. McGovern says, will force the universities to cancel courses and programmes, and to establish enrolment quotas in remaining courses. Particularly hard hit will be extension programmes now used mainly by part-time students. Once more, women intent on getting out of the job ghetto will be affected disproportionately.

The association has called for a comprehensive study of post-secondary education and for a revised student aid system which is flexible enough to assist the increase in "non-traditional" students, including the unique problems of part-time students and single parents.

Restrictions on data to Soviet Union?

by Jill Greenwell

Should Canada join with the United States in restricting the transfer of sensitive scientific and technological research data to eastern bloc countries? Solicitor General Robert Kaplan recently invited the CAUT to comment on this question.

The American government has imposed restrictions on the publication of much sensitive material, and on the access of eastern bloc scientists and experts to research being conducted in American universities, on the grounds that this type of information will be used by the Soviet Union and other communist countries for strategic and economic reasons.

A CAUT draft statement, approved in principle by the Board, notes that the restrictions may be more harmful than beneficial to Canada's relatively small and fragile scientific and technological establishment since this country relies so heavily on the free flow of information in order to sustain its own level of knowledge.

In arguing against controls, it points to massive problems in determining what is to be restricted from the mass of information available; the cumbersome network necessary to vet research for publication; and its impact on the peer evaluation system, academic freedom, civil liberties, and the ownership and rights of disposition of intellectual property.

In conclusion, the Association questions whether in fact the greatest threat to Canada's security lies in armed conflict or economic competition from the eastern bloc, or from such problems as the spread of nuclear technology and the danger of war involving countries other than the superpowers, or pressures on limited resources.

The statement calls on the Canadian government to monitor the U.S. restrictions to determine whether they have an adverse effect on scientific and technological activities in that country, before taking any precipitous action.

Censured Administrations

The following university administrations are under CAUT censure:

President and Board of Governors
UNIVERSITY OF CALGARY (1979)
The third stage of censure was imposed in May, 1980.

President and Board of Regents
MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)
The third stage of censure was imposed in May, 1980.

Note:

1. Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised regularly in the *CAUT Bulletin*.
2. Under the second stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised more widely in Canadian and foreign faculty association publications and other publications.
3. Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censured university.
4. Because the CAUT does not recommend that faculty members decline appointments when a university is under the first or second stage of censure the *CAUT Bulletin* continues to carry advertisements for positions vacant at censured universities. Such advertisements are not carried in the *Bulletin* for universities under the third stage of censure.

Information about the events which led to censures may be obtained from:

The Executive Secretary
Canadian Association of University Teachers
75 Albert Street, Suite 1001
Ottawa, Ontario
K1P 5E7



NATIONAL UNIVERSITY OF SINGAPORE

TEACHING APPOINTMENTS

The National University of Singapore has some 11,000 students and 1,100 academic staff. It plans to expand to some 15,000 students and 1,500 academic staff by 1985/86 and maintain a 1:10 staff-to-student ratio.

Applications are invited for appointments ranging from lectureship to professorship in the following departments:

Faculty of Accountancy & Business Administration

- *Department of Accountancy
- *Department of Business Administration

Faculty of Science

- *Department of Computer Science
- *Department of Mathematics

Faculty of Arts and Social Sciences

- *Department of Economics & Statistics

Because of continuing expansion, applications will also be considered for appointments in the following Faculties:

Faculty of Arts and Social Sciences: Chinese Studies, English Language and Literature, Malay studies, Philosophy, Social Work, Political Science, Geography, History, Sociology, Japanese Studies.

Faculty of Science: Botany, Chemistry, Physics, Zoology, Pharmacy.

Faculty of Medicine: Anatomy, Microbiology, Biochemistry, Medicine, Obstetrics and Gynecology, Orthopedic Surgery, Surgery, Psychological Medicine, Pharmacology, Physiology, Pathology, Social Medicine and Public Health, Pediatrics.

Faculty of Dentistry: Operative Dentistry, Oral Surgery, Prosthetic Dentistry.

Faculty of Engineering: Electrical Engineering, Civil Engineering, Mechanical and Production Engineering, Industrial and Systems Engineering, Chemical Engineering.

Faculty of Law: Law.

Faculty of Architecture: Architecture, Building and Estate Management, Building Science.

Candidates must possess a doctoral degree in the discipline applied for, except in accountancy, architecture, computer science and law, where at least a master's degree is necessary. Candidates with relevant higher academic and professional qualifications are preferred.

Contracts are for three (3) years and are renewable. A few visiting appointments of shorter duration are available for outstanding academics.

It is hoped that successful candidates can assume duties in the new academic year in July 1983; but recruiting is continuous until vacancies are filled.

Gross annual emoluments are as follows:

LECTURER	SS27,510	-	57,040
SENIOR LECTURER	SS51,670	-	84,500
ASSOCIATE PROFESSOR	SS74,030	-	101,970
PROFESSOR	SS91,490	-	141,780

(S\$1.00 = S\$1.70 approximately)

Commencing salary is commensurate with qualifications, experience and rank of appointment. Under the University's Academic Staff Provident Fund Scheme, the staff member contributes 23% of the monthly gross salary subject to a maximum of S\$690 to the Fund, and the University contributes 22%. The sum standing to the member's credit in the Fund may be withdrawn upon departure from Singapore and Malaysia free of income tax. Other benefits include: passage(s), baggage allowance, subsidized housing, settling-in grant, children's education allowance, medical benefits, leave. In addition, subject to University approval, staff may undertake consultation work and retain up to equivalent of 60% of annual gross salary. Staff in the Faculties of Medicine and Dentistry with basic medical or dental degrees and recognized higher professional or academic qualifications may opt for clinical allowance instead of consultation fees. The annual clinical allowance is as follows:

LECTURER	SS4,200/5,400
SENIOR LECTURER	SS9,000
ASSOCIATE PROFESSOR	SS15,000
PROFESSOR	SS24,000/36,000

Application forms and information on terms and conditions of service (please indicate discipline) are obtainable from:



MR. PETER LIM, Director
North America Office
NATIONAL UNIVERSITY OF SINGAPORE — OR —
61 West 62nd Street... Suite 4J
New York, New York 10023, U.S.A.
Tel: (212) 765-1670

THE DIRECTOR,
Personnel Department
NATIONAL UNIVERSITY OF SINGAPORE
Kent Ridge, Singapore 0511
Republic of Singapore

UBC-Beijing University form 'geographic' link

The Departments of Geography at the University of British Columbia and Beijing University have launched a special department-to-department exchange, the first of its kind among geographers in Canada and the People's Republic of China. The agreement calls for the regular exchange of publications, for research and teaching exchanges among the faculty and advanced students of both departments, and for co-operation in the fostering of closer academic, scientific and professional ties among geographers in North America and China.

Initiated in conjunction with the visit to UBC of Professor Hou Renzhi, Chairman of the Department of Geography at Beijing University, a preliminary agreement was initiated by Professor Hou and the then Acting Head of the UBC Department of Geography, Professor John Chapman, on 14 March 1980. The agreement was approved by the President of Beijing University and the PRC Ministry of Education and, on 26 May 1981, by the UBC President's Committee on Exchanges with Non-Canadian Universities.

The agreement is unusual in at least three respects. First, as an inter-departmental rather than university-wide exchange, it clearly focuses on the close co-operation of scholars with directly linked research, teaching and professional interests. Second, the agreement specifically calls for co-operation in the training of students as well as for the exchange of faculty. Third, the agreement is written as a statement of intent without a specific commitment of funds and time allotments in order to permit flexibility in the exchange of individuals on a case by case basis and with appropriate consideration for reciprocity.

Both parties are called upon to use existing exchange frameworks in funding the visits of scholars, or to use "such other frameworks as may evolve." It is understood that, subject to specific cases, the host department will undertake to provide accommodation and other local expenses, whereas the sending department or the individuals concerned will provide international travel expenses.

The geography exchange represents the first such formal exchange agreement between UBC and Beijing University, and the first exchange agreement between the Department of Geography at Beijing University and a foreign counterpart. In view of the prominence of Beijing University (the former Yenjing University) as one of China's most important centres for advanced education, and in view of the position of its Geography Department as one of the largest and most advanced centres in China for research and training in physical geography, urban and economic geography and historical geography, the UBC-Beijing University Geography Exchange promises to play an important role in the promotion of scientific and scholarly ties among geographers in North America and China.

That promise has already borne fruit. Begun informally with the visits to UBC of Professor Hou Renzhi in 1980 and 1981, the first official exchange visit was inaugurated with the appointment of Dr. Marwyn S. Samuels as a Visiting Professor of Geography at Beijing University during the Spring of 1982. Dr. Samuels is an Associate Professor in the Department of Geography at UBC and a specialist on China. While at Beijing University he conducted a graduate seminar on the historical geography of China. The seminar involved the participation of twelve advanced graduate students including the first Ph.D. candidate in historical geography at Beijing University

since 1949. Dr. Samuels also engaged in archival and field research for a book on the historical geography of the city of Beijing.

Other visits under the exchange programme are also planned for the near future. Dr. Wang Enyong, a specialist in Environmental Studies and the Vice-Chairman of the Geography Department, will visit UBC for approximately six months beginning in February 1983 as part of a year-long visit to Canada sponsored by the PRC Ministry of Education. Dr. Chen Zhanxiang, Chief Architect and Planner, China Academy of Urban Planning and Design, and Professor of Urban Geography at Beijing University will also visit UBC for one month in February 1983.

Carmencia M. Samuels, a graduate student in Geography at UBC, has been invited by Beijing University as a research student for a period of one year in order to take advanced courses on the historical geography of China and to complete research for a thesis on the spatial organization and use of traditional courtyard houses in the city of Beijing. Arrangements are also underway for a proposed year-long visit to UBC and other centres in Canada by Dr. Cui Zhizhou, a geomorphologist and one of China's leading experts on permafrost regions. Dr. Cui will investigate problems in the development of Canada's North and will give a series of lectures on the physical geography and development of Tibet, Qinghai and China's Northwest.

In addition and as part of the wider goals of the exchange, the UBC Geography Department has also established other links with geographers in China. Most recently, for example, Professor J. Ross Mackay received an invitation from the Chinese Academy of Sciences Institute of Glaciology at Lanzhou to visit China. Professor Mackay will visit field research sites in the Tian Shan Range of the Xinjiang-Uighur Autonomous Region, will deliver a series of lectures for a conference on permafrost and glaciology to be held in Lanzhou, and will also visit the Geography Department at Beijing University. Similarly, Ms. Linda Hershkovitz, a Ph.D. candidate at UBC, is completing research for a thesis on the informal sector of the urban market economy of Shanghai. She is the recipient of an SSHRCC dissertation fellowship and will conduct archival and field research in China at the invitation of Fudan University and the Chinese Academy of Social Sciences — Shanghai Branch.

The UBC Geography Department is also working closely with the UBC Institute for Asian Research in the development of collaborative research projects on urbanization in China involving the Academy of Urban Planning and Design in Beijing — the research arm of the PRC Ministry of Urban and Rural Construction and Environmental Protection.

Finally, during Intersession 1982-83, the UBC Geography Department plans to offer a special field course on the *Geography of China* (Geog. 325) to be conducted in China with the support of Beijing University. Under the direction of Dr. M. Samuels, the course will include visits to major centres of geographical research and training, as well as to particular sites in Inner Mongolia, North China, the Central and Lower Yangtze Basin, and the Pearl River Basin.

Additional information on the UBC-Beijing University Geography Exchange may be obtained from Professor Olav Slaymaker, Head, Department of Geography, University of British Columbia, Vancouver, B.C., Canada V6T 1W5.



UNIVERSITY OF SASKATCHEWAN

Department of Medicine

ACADEMIC FULL-TIME POSITION

HEAD

The South Saskatchewan Hospital Centre Board and the University of Saskatchewan are seeking a Head of the Department of Medicine at the Plains Health Centre in Regina, effective July 1, 1983. The position is an academic full-time appointment in the Department of Medicine, College of Medicine, University of Saskatchewan.

The successful candidate will be a specialist in General Internal Medicine or one of the Internal Medicine subspecialties and have specialist certification by the Royal College of Physicians and Surgeons of Canada. Candidates for this position should have demonstrated excellence in teaching and patient care and have some previous administrative experience in some area of Internal Medicine. Clinical medical research experience would be an additional asset.

The Plains Health Centre, as part of the South Saskatchewan Hospital Centre, is the major University of Saskatchewan teaching hospital in Regina. The Plains Health Care Centre participates in medical education of approximately one-third of the University of Saskatchewan final year medical students and medical residents. The Plains Health Care Centre is a modern, acute care hospital, with modern facilities and equipment, and is the major Internal Medicine and Surgery referral centre for Southern Saskatchewan. The Department of Medicine at the Plains Health Centre has 128 beds and ambulatory patient care facilities. It consists of 34 members who have either academic full-time or clinical part-time appointments and who are general internists and/or subspecialists in Internal Medicine.

The administrative responsibilities of the Head of the Department of Medicine at the Plains Health Centre relate to patient care, teaching and research. The Department Head will be responsible to the South Saskatchewan Hospital Centre Board, through the Executive Director, in matters related to patient care and to the University of Saskatchewan, through the Head, Department of Medicine, College of Medicine, in academic matters related to medical teaching and research. The Head, Department of Medicine, Plains Health Centre, may have delegated responsibility by the Head, Department of Medicine in the College of Medicine for co-ordination of various academic affairs in other participating hospitals in Regina.

The total salary associated with this position, which is not dependent upon a number of academic appointments, will be determined by the University of Saskatchewan in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications, with accompanying curriculum vitae and names of at least three references or enquiries to Dr. R.M. Bala, Professor and Head, Department of Medicine, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan.

Chinese specialize 'too much'

by Peter Mauger

China's drive for modernization by the end of the century has led to excessive specialization in "key" secondary schools which provide the majority of university places.

Professor Su Buing, a mathematician at Fudan University in Shanghai, has stressed in a recent article the importance of liberal arts to science and engineering students. He is concerned that scores of Fudan students not only think it unnecessary to study literature and history but actually fail to pass their Chinese language examinations.

Professor Su considers that the study of modern Chinese history is essential for an understanding of social development and the cultivation of a materialist-dialectical and historical-materialist world outlook. A knowledge of ancient history, he writes, will give them a better understanding of classical scientific works, thereby laying a good foundation for future scientific research work. Moreover, a study of Chinese literature and history will help them write clear, articulate papers.

Professor Su is voicing a general concern at over-specialization of university courses.

At the Beijing Aeronautical Engineering Institute it was the students who requested a special literature course, which resulted in 400 students attending classes on *Selected Poems of the Tang and Song Dynasties*. And at Shanghai's Jiaotong University science students are encouraged to select at least one of 12 optional courses offered, such as Chinese language, basic music theory, traditional Chinese painting and Western painting.

As well as the obvious cultural advantages, such courses, especially those on Chinese literature and history, are designed to foster patriotism and to supplement the politics courses which are still not too popular. One student, inspired by the Tang poets' patriotism, wrote: "My love for the motherland is the inspiration encouraging me in my studies. And the strong desire to change China's backwardness spurs me on to study hard."

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SOUTH OF THE BORDER

by E. Patrick McQuaid

Some few years ago, when the publishing trade began to scrape bedrock and it seriously looked as though I might have to work for a living, an editor with one of our larger public universities suggested I enroll in a programme called "Future Studies," which would lead, at some vague date of my choosing, to a doctorate in education. Once under the wing of academia, he reasoned, I could pick through a federal buffet of loans, grants, feasibility study awards, etc. and milk the public trust for thousands of dollars, deferring repayment at token interest rates for several years.

Such, say were the joys, and given the tenor of Mr. Reagan's New Ventriloquism one is easily tempted to say gone-are-the-days when such a scenario was likely or even possible. But in a survey of 267,000 first-year students at 492 colleges, fewer than 20 percent told research analysts with the University of California at Los Angeles that they were receiving federally guaranteed loans. Despite drastic cuts some money is available, but a growing number of college applicants, as evidenced by this survey and Government figures, are being dissuaded from seeking them out.

To add insult to injury the President recently clarified his earlier proposal for a tax-break on savings accounts opened by students and parents specifically to cover college expenses. Mr. Reagan first suggested a plan exempting from income taxes money placed in Special Education Savings Accounts, similar in its intent to the Individual Retirement Accounts. His latest version of the fiscal 1984 budget, however, would exempt *only the interest* earned by these funds. Parents with adjusted gross incomes under \$40,000 a year could place \$1,000 in the special accounts annually, which would earn about 10 percent tax-free. The deposits would not be exempt from the break and a family managing to save, say \$3,000 for college tuition, would garner a tax savings in the neighbourhood of \$160.

"A major philosophical shift" is how Department of Education officials describe the President's budget request. Elsewhere in the student aid category, applicants for Pell Grants, the assistance programme targeted for neediest students, would be expected to drum up 40 percent, or a minimum of \$800 — whichever is higher — of their total educational expenses before being eligible for an award of up to \$3,000. Students would be expected to generate this money on their own, through work or loans, in addition to family contributions.

Three multi-million-dollar programmes — Supplemental Educational Opportunity Grants, State Student Incentive Grants, and National Direct Student Loans — which currently total \$574-millions, would receive zip. To assist Pell Grant applicants, College Work-Study funding would shoot 60 percent up from its present allocation of \$540-millions to \$850-millions while Guaranteed Student Loans, now at \$3.1-billions, would drop to \$2.047-billions. The price of paying back a graduate student loan would double from five to 10 percent.

Individually, the states are still scrambling for funds to ameliorate the disparities of the current shortfall and the local landscape looks equally as bleak for future quarters. The National Governors' Association and the National Association of State Budget Officers predicts that nearly half the states will be broke before this fiscal year closes. Over 20 of

them will face "deficit and despair" while 13 will have zero balances. In nine states facing deficits, the aggregate budget shortfall is anticipated at roughly \$2-billions and in 41 states projected revenues will be down \$8-billions more than figures assumed six months ago.

Education as investment, as a way out of this economic bog, is being talked up among the governors, especially in those few states experiencing or anticipating an upswing resulting from the expanding high tech industries. Earlier this year, North Carolina Governor James B. Hunt was asked during a conference in New York for his thoughts on how to best improve the state of the states. Paraphrasing his reply, he said that if you want to have the best state in the country you've got to have the best schools in the country.

One reaction shared by 26 states independently has been to initiate new, tougher admissions standards for public colleges and universities. The overwhelming question for the 80's must be: Who will go to school and *why*? On the surface it would appear, in many cases, that those who have traditionally been denied equal opportunity and access to higher education can expect more of the same.

Consider the evidence from one northeast state where illuminaries are reacting to a 20 percent failure rate among black and other minority students on mandatory basic skills tests by setting even higher minimum achievement standards for college admissions. Under a proposal strongly advocated by the Massachusetts Board of Regents of Higher Education, applicants to public universities would need to attain a combined verbal and math score on the nationally syndicated Scholastic Aptitude Test of 800, out of a possible high of 1600, plus rank in the top half of their secondary school graduating class. A slightly lower score, coupled with a better class standing, would permit candidates into the state college system while community colleges would maintain open, first-come-first-serve admissions.

Right away this serves as an incentive for college-bound students to attend an intellectually inferior secondary school where minimal brightness could yield stellar results. There is simply no way one can compare class ranking from school to school, district to district, especially in a state which "apparently" — as one state official observed — has no statewide system for weighting class rank.

No one is opposing the notion of setting standards. The proposal's most vocal opponent, the president of the state university system, would prefer applicants to score a combined total of 900 on their SATs but suggests regents set such a figure to act as a guideline for an average entering class, not as a cut-off from a university education. Elsewhere, the headmaster of the firm which designs and distributes the SATs, the Princeton-based Educational Testing Service, has stated flat out that using SAT scores as a cut-off is an abuse of the testing process. (Ironically, perhaps, the President of ETS, Gregory Anrig, is the former commissioner of education for Massachusetts.)

To support arguments against setting blanket minimum standards, university admissions officers prepared a chart showing how many students currently enrolled at university would not have matriculated had the regents' admissions standards been in effect. Regents responded with Plan B, by which students from culturally-disadvantaged backgrounds — an issue of class as well as race — would be admitted under a second set of criteria. Now even those educators, including the Superintendent of Boston Schools, who endorsed the regents' initiatives, say this smacks of fraud.

To establish two sets of criteria for college admission is to stigmatize those students slipping in under less-than-superior standards and to admit that the schools have failed to adequately educate minority students. It makes total farce of standards setting and ignores the larger issue of graduation requirements entirely.

In the coming decade, the applicant pool for college admissions will be down on an order of 45 percent in many states. Meanwhile, that age-bracket will be increasingly composed of minority students. The long-range challenge for Massachusetts and other states currently reviewing their college admissions requirements, is to guarantee the access to a higher education and to a quality experience at college-level training, as well as to ensure that the job market — on which they bank so much of their human capital — will continue to expand.

The cruise missile-why the uproar?

by C.G. Gifford

The cruise missile represents a new and dangerous stage in the nuclear arms race. As NATO moves to enfold this controversial weapons system into its nuclear arsenal, it is imperative that Canadian academics examine the nature of this new system and our government's actions in promoting its development.

What is the nature of the cruise missile? It is a 14 to 21 foot pilotless aircraft, which, in the versions to be tested in Canada, is to carry a nuclear warhead, of 200 kilotons. Two hundred kilotons is more than 10 times the destructive and radiation force of the Hiroshima bomb — a truly horrifying weapon.

Cruise missiles are very accurate, are hard to detect in flight because they fly beneath radar screens, and are intended to be launchable from trucks, aircraft, submarines, and surface vessels. Its small size

and ease of launching is indicated by the fact that the Pentagon's first model was to be towed by a jeep and fired by a suitcase launcher. It has a range of 2500 kms. and flies at 885 km/h. (See Flight International, 16/10/83.)

At least 3,360 of the air-launched variety and about twice that number of ground- and sea-launched versions, are to be deployed by 1990, unless it is stopped. These will have a total explosive power equivalent to about 100,000 Hiroshimas. The radiation alone from this number of explosions will threaten the existence of the attacker and the innocent, as well as the attacked, even if the attacked side does not fire a single shot.

The West has been taking the nuclear initiative for 35 years, perpetually adding to the power, range, and accuracy of nuclear weapons. The Russians have followed us step by step, matching every innovation we have initiated. There is every reason to believe that they will match the cruise. Thus, if we proceed, we will be the authors of explosive and radiation power equal not merely to about 100,000 but to 200,000 Hiroshimas.

Hitherto, nuclear missile installations,

except in submarines, have been large enough to be inspected by satellite, and to be controlled by a central command structure.

The small size and the dispersion of the cruise missiles, along with their great power, will create a new and insanely dangerous stage in the nuclear arms race. Because of the unspectable factor in both the point of origin and the trajectory of the cruise, the defender will be forced to adopt a "launch on warning" instead of a launch-on-verified attack stance, for his own missiles. He will not be able to afford to wait to find out whether he is under massive attack or is the victim of a mistake.

At the same time, thousands of cruise missiles will be dispersed in the hands of small crews, remote from adequate central command control. In a recent 18 month period, the U.S. warning system had 15 false alarms, more than one of them going six minutes into a "red alert" before the error was found. In a recent year, more than 2,000 U.S. personnel involved with nuclear weapons had to be removed from duty for mental illness or alcoholism or drug abuse. (N.Y. Times report published in Halifax

Chronicle Herald, Nov. 23, 1982; p. 7.)

In addition, the small size of the weapon means that sooner or later, it will be hijacked by terrorists.

The risk of accidental or irresponsible firing is unacceptably high with the large missiles in fixed silos. With the small, widely dispersed cruise missiles, firing by accident, miscalculation, or individual malice becomes a predictable certainty, with the minimum result being unparalleled tragedy on one side or the other, and the maximum risk being the igniting of a conflagration which will end human civilization. The mistake, when it comes, may shock us into awareness, but it will be too late for a second chance at negotiating a survivable way of defending our security.

The question whether the cruise is a first strike or a second strike weapon is begged by the ludicrousness of expecting it to fulfil its "counterforce" strategic task (i.e. to destroy the opponents' missiles in their silos) two or three hours after the latter have presumably been launched in a first strike. This strategic role is only credible if one believes a protracted nuclear war is not only possible but winnable.

The quality of unreality in such strategic ideas confirms the assertion in the Brookings Institute volume, *Cruise Missiles: Technology, Strategy, Politics* (Washington, 1981, p.511) that "Cruise missile policy is a bucket of worms." It indicates that someone imagined this technologically "sweet" weapon in the late

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Some faculty in the U.S. favor 'detached analysis'; others argue 'passionate commitment' is needed.

Campus interest in nuclear issues grows

by Malcolm G. Scully

The issues of war and peace in the nuclear age are moving into the undergraduate curriculum at American colleges and universities. Some examples:

- Starting next year, freshmen at Hobart and William Smith Colleges will be able to take a course tentatively entitled "The Nuclear Predicament" to fulfill part of the general-education requirement.

- For the past two years, Robert C. Williams, a professor of history and dean of the college at Washington University in St. Louis, has offered a semester-long course on "nuclear energy and contemporary history" that has drawn more than 75 students each year.

- A consortium of five colleges in or near Amherst, Mass., has established a "project on peace and disarmament" that James A. Cooney, its director, says was created "to institutionalize the interest in peace and disarmament in the curriculum."

- The Federation of American Scientists, which began a "Nuclear-War Education Project" last winter, has compiled syllabuses of more than 20 courses, ranging from "The Roots of the Arms Race" at Hampshire College to "The Medical Consequences of Nuclear War" at the Oregon Health Sciences University.

Academic interest in arms control and disarmament is not new. Some scholars have specialized in the field since early in the cold war, and the political-science department at Stanford University has offered an interdisciplinary course on it since 1971.

However, say organizers of the new courses, such developments as the accident at Three Mile Island in 1979, the cooling of U.S. relations with Russia after the Soviet invasion of Afghanistan, and the apparent willingness of the Reagan Administration to rattle the nuclear saber have all contributed to more intense academic interest.

'An all-encompassing issue'

"My sense is that there is a great proliferation of courses" on nuclear energy and nuclear war, said Harmon C. Dunathan, provost at Hobart and William Smith Colleges, in an interview last week. "This is becoming an all-encompassing issue."

Mr. Dunathan was one of the organizers of a meeting last March on "the role of the academy in addressing the issues of nuclear war," at which several speakers sharply criticized colleges and universities for ignoring "nuclear-weapons education."

While most of the evidence is anecdotal, he said, the criticism may be less valid today than it was 10 months ago.

The question of how nuclear issues should be taught to undergraduates was on the agenda at this month's annual meeting of the Association of American Colleges, and was the subject of a four-day meeting last week at Emory University in Atlanta, sponsored by International Student Pugwash, a Washington-based organization that focuses on social issues. The organization takes its name from Pugwash, Nova Scotia, where a group of scholars and public figures met in 1957 to stress scientists' responsibility to help solve social problems.

Although the emphasis differs from course to course, most are offered through history or political-science departments and include lectures by faculty members in such fields as chemistry, economics, international law, physics, psychology and military science.

For instance, Mr. Williams of Washington University has invited as lecturers a physicist to talk about how fusion



and fission bombs work, a chemist who worked on the atomic bomb at Los Alamos, a professor of law who once worked for the Nuclear Regulatory Commission, and an Army colonel who teaches in the R.O.T.C. program.

He has also included a lecture by the president of a local utility company that is developing a nuclear power plant.

At Hobart and William Smith, Mr. Dunathan said, the course planned for next

year will include a discussion of the Manhattan Project and case studies of the decision to drop the bomb on Hiroshima and of the 1962 Cuban missile crisis.

'Sermons or systems analysis'

Faculty members teaching such courses generally say their goal is not to recruit troops for the anti-nuclear movement, but to produce "informed citizens" capable of making educated judgments about nuclear

issues.

As the final assignment in his course, Mr. Williams asks students to design and defend realistic U.S. policies for the development of nuclear power and for the use of nuclear weapons.

In defining the role of his course, one faculty member pointed to a recent article by Leon Wieseltier, a senior editor at *The New Republic*, in which he said that people concerned with nuclear issues had been "trapped between the visionaries and experts. They are given sermons or systems analysis."

Academic courses should try to fill that gap, the faculty member said. Both Mr. Dunathan and Mr. Williams stressed that courses on nuclear issues should include the views of both the visionaries and the experts, but should avoid taking the side of either.

Nonetheless, many of the courses and the people who teach them have clearly been motivated by passionate concern about the threat of nuclear destruction.

"We will not preach about the good or evil of nuclear war or of any other kind of war," wrote Alvin Saperstein, a professor of physics at Wayne State University, in a description of his course on nuclear war. "We do believe, however, that a full-scale nuclear war would be national or international suicide — we will not argue the merits of committing suicide."

In a description of their course called "World Crises in the Nuclear Age: Introduction to Nuclear War," John Harris and Eric Markusen, both sociology instructors at the University of Minnesota, wrote:

"Nuclear war is the ultimate threat to humankind. Its growing probability, consequences, and inextricable linkage to other global problems make reducing the threat of nuclear war the overarching priority of our age."

"American citizens are dangerously indifferent to and ignorant of facts and issues concerning nuclear war. Our democratic system is meaningless in the absence of a concerned, informed public. Therefore, teaching about nuclear war must be an urgent priority of our nation's educational institutions."

Some observers cite such statements as indications that there is an underlying tension between two groups of faculty members interested in education about nuclear issues.

One group argues for "the sort of detached analysis that would enable a student to consider different points of view and to reason about the complex issues involved in the nuclear-arms race," said Joseph de Rivera, a professor of psychology at Clark University.

The other argues "for a passionate commitment to stopping the arms race, for leading a student to a recognition that he or she must take the responsibility for acting to change the situation," he said.

Mr. de Rivera said that proponents of the first view seemed to accuse the others of "emotionalism, oversimplification, and a desire to indoctrinate their students."

Proponents of the second view "seemed to imply that the first was an example of how academia, with its detached analysis and lack of commitment, was not only an example of academic irrelevance but, perhaps, even a part of the problem which contributed to the arms race."

In the meantime, while faculty members involved in teaching the courses concede that much of the current interest has been

VETERANS FOR MULTILATERAL NUCLEAR DISARMAMENT

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are sponsoring a full page advertisement in *Legion Magazine*, at a cost of \$4,498.00. It will go into 400,000 Canadian homes.

- The advertisement calls on Royal Canadian Legion members to:
- reject all Canadian contributions to escalating the arms race, like testing the cruise missile;
- urge new Canadian initiatives for multilateral nuclear disarmament.

Please send contributions to the cost of this ad, and requests for information to:

C.G. Gifford, DFC, Chairman,
Veterans for Multilateral Nuclear Disarmament,
P.O. Box 8252, Halifax, N.S. B3K 5L9.

Teaching students to use their resources

An essential part of education is learning to use reference sources. The federal government, probably the largest source of research material in the country, is an important — and often overlooked — part of this process.

Knowing how to research the federal government is a skill that will serve youngsters throughout their lives. From writing top-notch essays today to collecting the Canada Pension Plan down the road, Canadians will always need to know how to contact the federal government.

The Government of Canada, through the Task Force on Service to the Public, has launched a number of programs to make it easier to learn about federal programs and services. Designed for all Canadians, and particularly useful for students researching school assignments, the programs are stepping stones to finding the right office to contact about a particular topic. They can be reached by telephone, letter, in person and even computer.

A student's search for government material can be as simple as looking in the telephone directory. Special sections in public phone books now group the telephone numbers of all levels of government by both subject and department to make them easier to find. Within a year, 90 per cent of the Canadian population will have consolidated government listings in their directories. This means that almost every student in the country will be able to use his or her phone book to readily find the correct number for a specific government program.

Printed either on blue pages or white paper with black edges, government listings also indicate toll-free numbers. Currently being installed for more than 20 federal programs, toll-free telephone service is not yet in place in all parts of the country. Eventually it will include access to the following programs: business information, citizenship, customs, energy conservation, Canada Pension Plan, consumer, employment, excise, family allowance, housing, income tax, passports, publications, spouse's allowance, guaranteed income supplement, immigration, old age security, post office,

social insurance number, statistics and weather.

A central telephone referral service has also been established in several provinces. This allows people to call one number free of charge from anywhere in the province to find out which government offices can help them.

When teaching young researchers how to use a library, mention the Index to Programs and Services. The Index lists hundreds of federal programs and services, the departments responsible for them and their addresses and telephone numbers. In looking up a topic such as energy conservation, for example, students will find about 80 programs in the Index, a description of each one and where to obtain more information about it.

The Index is easily accessible in many public libraries and post offices. It may also be purchased for \$9.95 from authorized bookstore agents or the Canadian Government Publishing Centre, Supply and Services Canada, Hull, Québec K1A 0S9. The 1983 version is now available.

Telidon, the two-way communication system developed by the Canadian government, has already become a modern research tool into government. Particularly popular among young people, it is now the vehicle of the largest government Telidon databank in the world. Cantel, the Government of Canada Telidon information bank, contains 55,000 pages of information in both official languages.

Topics on Cantel include pensions, income tax, jobs and government publications, as well as subjects not usually associated with government such as weather forecasts, Canadian tourist destinations and car fuel ratings. Students can learn about atomic energy, the Canadian parliamentary system or museums. They can try informative quizzes on consumer rights, metric measurements, Canadian statistics and sports. Cantel is fun and easy to use.

Researchers who prefer personal assistance can visit Canada Service Bureaux, storefront offices set up in handy locations in 14 cities: Victoria,

Vancouver, Calgary, Edmonton, Regina, Saskatoon, Winnipeg, Toronto, Québec, Montréal, Moncton, Halifax, Charlottetown, St. John's. The bureaux are equipped with Telidon terminals, brochures and frequently-requested government forms. Here, students will meet trained client service officers who will either answer their questions or put them in touch with the office that can. In most cases, the hours are convenient as many service bureaux stay open beyond normal business hours and on weekends.

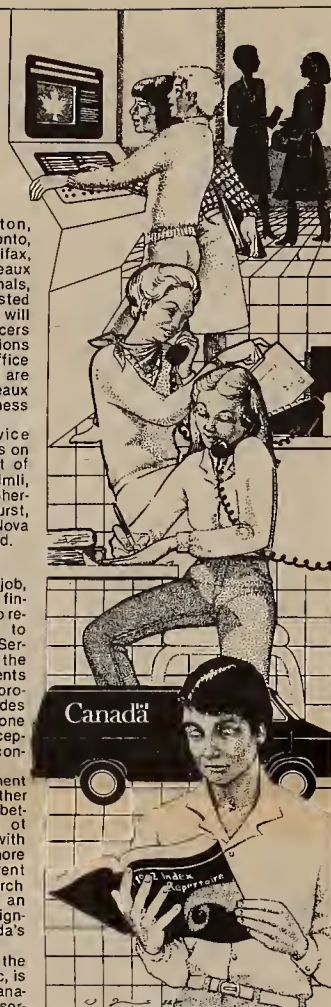
Eight mobile Canada Service Bureaux visit 90 other communities on a regular basis. They operate out of Kelowna, British Columbia; Gimli, Manitoba; North Bay, Ontario; Sherbrooke and Matane, Québec; Bathurst, New Brunswick; Cape Breton, Nova Scotia; and Windsor, Newfoundland.

But to do a good research job, students need more help than just finding the right department. They also require complete, helpful answers to their questions. The Task Force on Service to the Public is working behind the scenes to help individual departments improve the quality of service they provide to the public. This includes everything from teaching telephone answering skills to re-designing reception areas for visitor comfort and convenience.

Knowing how to obtain government brochures, reports, books and other publications, means students have better access to a wide range of background material. Interviews with government experts make livelier, more informative, accurate and current essays. Students who learn to research government sources achieve an understanding not only of their assigned subjects but also of Canada's government and how it operates.

The federal government, through the Task Force on Service to the Public, is working to be more accessible to Canadians and to improve the quality of service they receive.

Teaching students how to use these stepping stones to better government access — Canada Service Bureaux, Cantel, the Index to Programs and Services and telephone programs — gives them skills they will use the rest of



their lives.

For more information, contact the Canada Service Bureau nearest you, or the Task Force on Service to the Public, Supply and Services Canada, Ottawa K1A 0S5.

Cruise missile p. 12

1960's, and has been searching for a credible mission to justify marketing it, ever since.

With regard to Canada's involvement in the cruise issue, a curious aspect of the debate has been our government's resolute rejection of a role for parliament in the decision itself. Our European NATO allies Norway, Denmark, the Netherlands, Belgium, West Germany, appear to take for granted that a parliamentary vote is required in such a matter. NATO is supposed to exist to protect freedom and democracy. Why, then, the insistence on decision-making by Canada's cabinet without due parliamentary process, in one of the most important decisions ever to face Canadian politicians?

It is claimed that we must test the cruise to demonstrate the unity of NATO. But everyone knows that NATO is not united

on this. The parliaments of Holland and Belgium deferred decision on the 1979 NATO undertaking about these weapons. Denmark not only will not accept cruise missiles on its soil, its parliament recently voted to refuse payment of its share of the cost of placing them on German soil. Canada seems to have had no policy in NATO except to say "No too". It is time for Canada to say to NATO — "Rescind the cruise and Pershing II decisions, and become serious about ending the arms race." There is absolutely no risk in that, since there will still be more than twenty times the number of British, French, and U.S. nuclear missiles needed for even the most exaggerated deterrence concept.

Expert military testimony has shown that existing nuclear weapons systems are "grossly in excess of what is needed to provide deterrence." See for example, Field Marshal Lord Carver, recent chief of the British Defence Staff, *A Policy for Peace*,

Faber and Faber, London, 1982, p. 11; and Hans Bethe, Nobel Prize winner, one of the creators of the first atomic bomb and strategic adviser to four U.S. presidents, Testimony to U.S. Senate Foreign Relations Committee, May 13, 1982. Lord Carver added: "Additional independent systems are superfluous." (My italics)

The various forms of the cruise missile constitute one of those "superfluous additional independent systems." It is a militarily, strategically unnecessary system.

To test this suicidal and unnecessary weapon is to be an accessory to the impending destruction of our society.

By refusing the cruise, we can take the first step in the direction of common sense in the arms race.

It is to be hoped that academics are energetically telling their M.P.'s and the government that they believe the cruise must be stopped.

Campus interest p. 13

stimulated by contemporary events, they say they hope the courses will become a permanent part of the curriculum.

"I object to the notion that this is a 'fad,'" said Mr. Dunathan, "because it is quite different from most fads."

"At the moment," he added, "everyone is very much excited about missile deployment in Europe, MIRV, MX, and so forth. That interest will pass, but our students will lead their lives — I hope they will have lives to lead — with the nuclear threat hanging over their heads."

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Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world. *Whereas*, disregard, and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people. *Whereas* it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of the law. *Whereas* it is



Human rights swept under rug in red carpet treatment of Pakistan's Zia

Hard times in the Front Rank

Having been entertained with great pomp and ceremony last December in Washington and Ottawa, General Zia-ul-Haq of Pakistan returned home gloating in his freshly boosted self-esteem. In a nation-wide broadcast on January 2, 1983, the General described his foreign tour as "success beyond expectations." He did admit with some scorn that "They talk a lot about human rights in the West." But in this regard he assured his audience that "My views were appreciated very much in the United States and Canada."

By the "talk" of human rights he must have been referring to some questions raised in his press conferences abroad, for we know that both President Reagan and Prime Minister Trudeau refused to broach this subject with their honoured guest on the pretext of diplomatic decorum and needless interference in the internal affairs of Pakistan. Reagan, as was expected, set the tone for the kind of reception the South Asian dictator was to receive during his North American visit. The President praised Zia for propelling Pakistan to "the front rank of nations shouldering a great responsibility for mankind."

One would dismiss these diplomatic gestures as mere influence peddling but for the fact that they constitute their own incentives for the military regime of Pakistan to continue its repression and make the United States and Canada accomplices in that effort. To say that the United States and its western allies do not and should not interfere in the internal affairs of small third world countries is a self-deception enacted periodically for the benefit of those who may suffer from guilt by association. Canada, as a junior partner in the U.S. global strategy, can indulge in the hypocrisy of "non-interference." The United States as a super-power, however, cannot indulge in such pretences and at the same time provide clear-cut guidelines and leadership to its allies.

The front rank

What is being awarded as the "front rank" position to Pakistan holds nothing new in its implications for the people of Pakistan. It means direct confrontation with the U.S.S.R. to save the world from communism. Pakistan has been dragged to this front rank in its brief history whenever it has suited the cold war interests of the United States and its allies, only to be dumped when that interest has been served. Furthermore, Pakistan has enjoyed that "front rank" treatment by the western powers only at times when the people of the country have suffered serious setbacks in their civil and human rights at the hands of dictatorial military regimes.

The "favours" now being showered on Pakistan by the U.S. and its western allies are the latest in the context of a long-standing cold war policy which, thanks to

This is the ninth in a series of articles appearing in the Bulletin dealing with major issues relating to human rights and academic freedom. The articles focus on a number of countries with widely differing political, economic and social systems.

Jean Kirkpatrick, the present U.S. ambassador to the United Nations, has now been clearly spelled out as "doing business with strategically placed authoritarian regimes, as opposed to totalitarian, and therefore communist, regimes. With the Soviet involvement in Afghanistan, Pakistan once again qualifies to be placed in the former category."

Pakistan's neo-colonial status

Born as an impoverished nation of mainly Muslim population by the partition of colonial India, in 1947, Pakistan soon became entangled in a bitter conflict with its larger neighbour over the accession of Kashmir. The United States, at that time under the Eisenhower administration, was looking for candidates in the Third World willing to serve as client garrison states. The Indo-Pakistan conflict offered a good opportunity to recruit Pakistan for that role.

In 1950 the first Prime Minister of

Pakistan was invited to the United States along with his Commander-In-Chief and given extensive tours of the U.S. military installations. In 1952 the U.S. Secretary of State proposed to bring Pakistan "into the free world's defence system." From 1954 onwards Pakistan entered into a Mutual Defence Assistance Agreement with the United States and signed several U.S. sponsored regional military alliances, to the great chagrin of India.

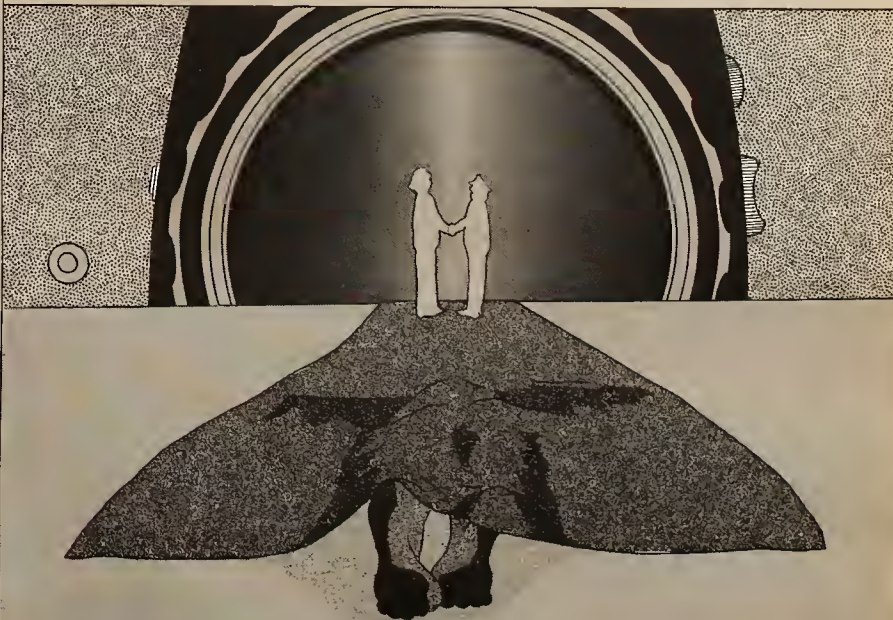
In 1958 one of the main regional alliances known as the Baghdad Pact fell apart when Iraq's monarchy was overthrown. In the same year General Ayub Khan staged a military coup on the eve of general elections and swept aside Pakistan's civilian government. Soon after he led Pakistan solidly into the American camp and in addition to signing the CENTO pact, which replaced the Baghdad Pact in the Middle East, he entered the country into a Mutual Security Pact with the United States. This opened the way for the installation of major U.S.

military bases in Pakistan.

General Ayub, a loyal friend of the United States since his days as the C-in-C. of the Pakistani army, ruled the country for over a decade. During the major part of his rule American military advisors, technical experts, economists and planners flocked to Pakistan and determined the country's political, industrial, agricultural, financial and demographic policies. Pakistan began to experience the classical pattern of neo-colonial development — controlled democracy, concentration of wealth in the hands of a few families, sky-rocketing foreign debts, rising foreign investment and cash crop farming.

The worst victim of this type of development was East Pakistan, now Bangladesh, geographically separated from the western wing by India. The industrial and financial elite of the country, largely based in the western wing, and their co-planners in the government bureaucracy and foreign advisory groups, proceeded to reduce East Pakistan into a sub-colony which remained largely a producer of raw materials for the world market and West Pakistani factories, while at the same time serving as a captive market for consumer goods made in West Pakistan.

In 1962 an American U-2 spy plane took off from a Pakistani base and was downed by the Soviets, plunging Pakistan-Soviet



TO Mc 3

The author of this article is a Pakistani academic currently residing in Canada whose name is being withheld for reasons of professional security.



essential to promote the development of friendly relations between nations. *Whereas* the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom. *Whereas* Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms. *Whereas* a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge. *Now therefore, THE GENERAL*



relations to their lowest ebb. In the same year the United States began to shift its foreign policy. In line with this shift towards "bilateralism," the United States began to arm the Shah of Iran as a regional policeman and also started to court India, Pakistan's traditional antagonist. India's Second Five Year Plan was faltering at this time and the country had suffered a decisive defeat in a border clash with China. As a result, India had softened its neutral stance and began to accept substantial U.S. economic and military aid. Pakistan now found itself relegated to a secondary position by its patron. In 1965 came the final blow when during the Indo-Pakistan war the U.S. abandoned its loyal camp-follower, and to add insult to injury, placed an embargo on the supply of arms to Pakistan.

The fall of Ayub

The 1965 debacle of war with India, and growing economic disparities generated by Pakistan's neo-colonial path to economic development gave rise to mass demonstrations against the Ayub regime in both wings of the country. In West Pakistan, Ayub's ex-foreign minister Zulfikar Ali Bhutto, became the symbol of opposition at the head of his newly organized Pakistan Peoples Party (P.P.P.). By 1968 anti-Ayub agitation got out of control and he bowed out of office. A new Martial law was imposed on the country and General Yahya Khan took over the reins of government. It must be said to the credit of this otherwise blundering General that in 1970 he organized the fairest general elections in the history of Pakistan, with the professed aim of transferring power to the elected leaders of the people.

The dismemberment of Pakistan

As a result of the 1970 elections in West Pakistan, Bhutto's P.P.P. won a majority of federal seats. However, in East Pakistan the Awami League, a party which ran on a platform of provincial autonomy, won an absolute majority of federal seats. The prospect of turning over power to an exclusively East Pakistan-based party created panic among the generals, senior bureaucrats, prominent members of the bourgeoisie and influential politicians, all of whom overwhelmingly hailed from West Pakistan. The leader of the Awami League, Sheikh Mujibur Rahman, whose demagogic skills often overtook the better part of his reason, did little to alleviate the situation.

As General Yahya tried to forestall the implementation of the results of the national election, mass unrest broke out among the people of East Pakistan, long aggrieved by the domination of the West. The Generals tried to suppress this unrest through brutal military action, which plunged East Pakistan into a civil war. Pakistan's American-supplied arsenal was now turned on the people.

India did not miss this opportunity to fish in the troubled waters of Pakistan. With the blessings of the Soviet Union, India moved its regular armies into East Pakistan. The Pakistani Generals made frantic appeals for help to the United States, help which never arrived. On December 19, 1971, the Indian army triumphantly moved into Dacca, the capital of East Pakistan. The Pakistani commander surrendered to the Indian army and Bangladesh was born. One was later to read in President Nixon's memoirs that he got on the hot-line to Moscow and told the Soviets to stop India's Indira Gandhi from "gobbling up" the rest of Pakistan.

Return to civilian rule

The Pakistan army, humiliated and demoralized, now had no option but to hand over the government to Zulfikar Ali Bhutto, the leader of the P.P.P. In the 1970 elections, he had mobilized his mass support on the slogans of bread, clothing and shelter for all. After taking power he moved vigorously on several fronts. In foreign affairs, he normalized relations with India and Bangladesh, got Pakistan out from under exclusive U.S. tutelage, strengthened ties with the Afro-Asian nations and moved Pakistan closer to China. On the domestic front, he nationalized basic industries, banks, insurance companies and educational institutions, and enacted land reforms. On the political front, he used his electoral majority in the national assembly to steer through a Constitution for the country based on the principles and conventions of parliamentary democracy.

In his contacts with the people, Bhutto promoted a mass political culture which both tantalized and fascinated his huge audiences of peasants and workers. "Where are your sisters?" he would demand, referring to the custom of excluding women from political activity. Such oratory did much to awaken the social consciousness of Pakistan's poverty-stricken people, long excluded from any meaningful participation in the national politics by the ruling elite.

Under the rule of previous regimes, all centres of higher education, communication and culture were located in a few metropolitan cities, mostly located in the present province of Punjab and the port city of Karachi. The political and cultural domination of these centres was resented by the regional ethnic minorities. Bhutto's government moved quickly to open colleges and universities, radio and T.V. stations in all ethnic regions of Pakistan. All this, however, not to deny that Bhutto during his rule made many political mistakes and alienated many of his potential supporters within the body politic.

Martial law again

Ironically, the downfall of Bhutto came just at the time he had decided to seek a fresh popular mandate by calling general elections under the new constitution. The announced result of these 1976 elections gave Bhutto's P.P.P. a landslide victory, but the opposition parties charged that the outcome was rigged. Whatever the merits of this charge, which independent observers confirmed to a degree, the opposition parties boycotted parliament, formed an alliance and resorted to street demonstrations.

Prominent among these parties was Pakistan's fundamentalist Islamic party known as Jamat-e-Islami, which has a long-standing reputation of links with the American C.I.A. This party has never won more than a token number of seats in any election held in Pakistan, fair or unfair, but is very adept in agitational politics. Its highly organized cadres are well-entrenched in the labour movement, educational institutions and the army itself. The ultimate weapon of this party is the promotion of religious hatred, in which its opponents are charged with un-Islamic conduct. Bhutto now found himself the victim of this charge.

The main tactic employed by the combined opposition in their street agitation was arson. Public buildings, transport buses, and commercial warehouses were put to the torch in large industrial cities causing damage worth millions of dollars. In July, 1977, just as Bhutto and his advisors realized the gravity of the situation and began a series of meetings with the opposition par-

ties to resolve their differences, General Zia-ul-Haq staged his military coup.

General Zia, who received part of his military training in the United States, named his coup "Operation Fair-Play" at the outset. His aim, he said, was to restore law and order and mediate the disputes between political parties. He promised to hold fresh national elections within 90 days of his takeover. It is now over five years since the people of Pakistan first began to suffer his reign of terror.

It would take us far afield to attempt a

detailed analysis of the trickery and deceit with which General Zia has perpetuated his rule in Pakistan. The manner in which he manipulated the judicial murder of Bhutto is well known. Without any political constituency that might give his rule a semblance of popular support, he relies on two factors only: the support of the United States and its western allies and the exploitation of religion.

The appeal to fundamentalist religious beliefs seems to be a new card in the hands of authoritarian rulers from the Ayatollah



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Canadian Immigration regulations require that applications from Canadian and Landed Immigrants will be given preference.

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ASSEMBLY proclaims This Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction. *Article 1:* All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.



of Iran to Zia of Pakistan and the born-again Christian General Rios Montt of Guatemala, all of whom justify the torture and killing of their opponents in the name of God.

Defence of Islam

The support of the United States and its western allies for General Zia's rule is now easy to come by as a result of Soviet intervention in Afghanistan. The United States has rewarded the latest and most

ruthless dictatorship of Pakistan with \$3.2 billion in military and economic aid. This massive injection of monetary support, according to General Zia, enables his army to defend the "territorial" and "ideological" boundaries of Pakistan. The defence of "ideological" boundaries means the "Defence of Islam". This is a euphemistic justification for eliminating his political opposition. The country now spends over half of its budget on army and internal security forces. The United States has already delivered the first batch of sophisticated

F-16 fighter planes to Pakistan. During his recent North American tour, General Zia repeatedly urged Canadian and U.S. investors to move into Pakistan, rendered safe and stable by him for foreign capital.

Now let us look at what this "safe and stable" Pakistan is actually like. According to Amnesty International, thousands of political prisoners are languishing in jails. These include trade unionists, journalists, lawyers, teachers, students, writers and artists, both men and women. According to Zia's own admission, "about 400 persons were hanged during the first 18 months of his military rule." By late 1981, there were 1,250 persons under death sentences in the Punjab Province alone. People are arrested daily without warrant, without being informed of grounds for arrest and often their families are not informed about the places of their detention. Poor and lower middle class citizens are picked up daily on charges of petty theft, corruption, and cheap indulgences.

Country dragged backwards

The judicial system has been reduced to shambles. Heading the system now are the military courts whose sentences cannot be appealed in the civil courts. Side by side the civil courts, Islamic or *Shariat* courts have been introduced which prosecute people for violations of the "Islamic Code of Conduct." These courts have revived pre-medieval punishments, such as stoning to death for adultery. For example, with the introduction of Islamic Law, rape has ceased to be a crime. Both the victim of rape and the perpetrator are charged with adultery and can be given death sentences.

All political activity is banned with one exception. The actions of the right-wing fundamentalist party, Jamat-e-Islami are openly condoned and its advice frequently sought by the Junta. Socially the country is being dragged backwards as the whims of the fundamentalist clergy dictate. To cite an example, women can no longer participate in sports where men are present. As a result, Pakistan's sportswomen were refused permission to go to the 1982 Asian Games held in New Delhi; and the Junta's chief Islamic ideologue, whose sermons are broadcast daily on the national T.V., recently announced that all working women are to be sent home and their jobs given to men. The Junta has now acted on this proposal yet, but the suggestion has sent waves of panic among the lower-middle class whose women work at white collar jobs to supplement meagre family incomes.

The debasement of academia

In the systematic crackdown on all institutions of civil society, the Junta has chosen colleges and universities as its latest targets. This phase of repression was launched in earnest on November 8, 1981 with a bizarre act on the part of Zia. It involved the appearance of the General on the national T.V. network in which he handed out cash awards to police constables who had arrested two faculty members of the University in Islamabad for possession and distribution of a banned newsletter.

Although the present military Junta must have been mindful of the fact that college and university students spearheaded the movement which toppled the Ayub regime, it waited for a while before launching an all-out attack on the academic community. By 1980 the Junta had become confident by the support it was receiving from the West and some oil rich Arab countries, particularly Saudi Arabia's monarchy in the name of the Soviet invasion of Afghanistan. This set

the stage for a full scale suppression of dissent within Pakistan. Three main strategies were adopted to crush the dissenting voices emerging from academia:

□ The promotion and protection of the fanatical student wing of the Jamat-e-Islami, called Jamiat. The Jamiat, a well-financed and well-armed student organization, just as its parent body, has served as an efficient tool in the hands of the military Junta. Through harassment and intimidation of progressive students and teachers it plays an important role in the official repressive apparatus. Since the advent of the Zia regime, it has committed over a dozen student murders, and manhandled scores of students and teachers with impunity.

□ The imposition of harsh and brutal penalties on detained students and teachers by the military courts, deployment of riot police on campuses and intelligence gathering through plainclothesmen. Most students and teachers are arrested under Martial Law Regulations (MLRs) 13 and 33. MLR 13 reads, "No person shall, by word, either spoken or written, or by signs or by visible representation or otherwise bring or attempt to bring into hatred or contempt, or excite or attempt to excite disaffection towards the armed forces or any member thereof." MLR 33 states, "No person shall in any manner whatsoever, directly or indirectly indulge or participate in political activity." Penalties for violating these regulations include a combination of fines, lashes and imprisonment up to 20 years.

□ The removal of university, college and department heads for lack of demonstrated loyalty to the military regime.

Deterioration of standards

These actions of the Junta have predictably resulted in the massive deterioration of academic standards. The universities are having to do less and less with learning and are turning into vast academic deserts. A few dedicated students who make it, tend to leave the country, and the same is true of teachers whose interests lie in honest scholarship and research. This is ironic because Pakistan's education system is top heavy. The government spends a large proportion of its educational budget on post-secondary education. The adult literacy rate in the country is only 24 per 100.

Symptomatic of the present problem is the manner in which the Punjab University, once a respected institution in South Asia, celebrated its centennial last year. The faculty and graduate students were marched across town to the site of a national monument. Here they were "enlightened" by the military governor of the province and a student leader of the fanatical Jamiat. The two speakers, without the slightest reference to research or scholarship, treated their captive audience to a harangue about the defence of the "territorial and ideological boundaries" of Pakistan and the follies of "western-type" and "leftist" intellectuals soon to be weeded out of the universities.

In short, General Zia and his Junta have taken a giant step towards the decivilization of Pakistan. It will take a long time for the civil institutions of the country to recover from their actions. The men in power seek no more than their own survival and stability, at any cost to the nation. Thanks to the United States and its western allies from whom the regime derives its legitimacy by proxy, the stability of the present Junta is ensured for the time being. The stability and integrity of Pakistan as a nation is a different matter.



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The university that refuses to die

by Helen Baxter

The once proud University of El Salvador has been a major target of government violence and repression in this war-torn Central American country. Its campus has been looted and books and tools of learning have been confiscated or destroyed by the military. It is now in a desperate struggle to keep alive its promise of a quality education for its people and the ideals of academic freedom, democracy and human rights.

The 142-year-old university is unique among universities in Latin American countries under military control. It is a completely autonomous institution governed by a senate, the members of which are democratically elected by representatives of the faculty, students and staff. The senate, in turn, appoints the rector. The Constitution of El Salvador states that the government should provide operating funds but should otherwise have no say over university affairs. For this reason, and because the university is a highly visible and still morally powerful entity, the government has been forced to temper its assault on the institution — but not before it dealt a devastating blow to its operations.

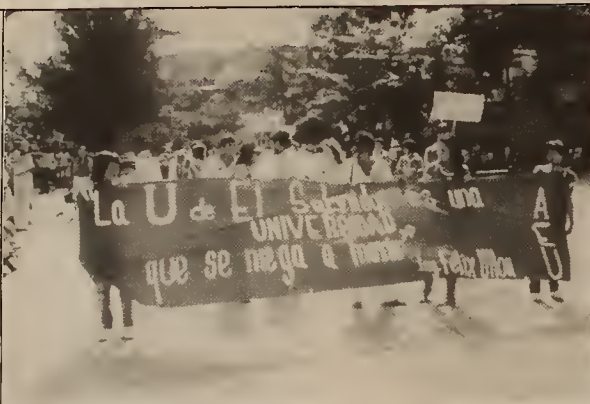
In July of 1980, military forces invaded the campus, and in the ensuing onslaught, 40 students were gunned down and buildings and equipment vandalized. Accused by the government of revolutionary activity and of using the university as an arms cache, students and faculty were forced off the campus, which continued until recently to be occupied by the military.

In fact, attacks on academic freedom in the seventies did lead the university to alien itself with the opposition Revolutionary Democratic Front (FDR). But university officials emphatically denied that this opposition went as far as revolutionary activity. Spokesmen for the university have stated their conviction that a military solution to the problems in El Salvador is impossible and have been pressing for a political resolution.

Recently, the Salvadorean government, moved by the dictates of its constitution, as well as international outrage, ordered the soldiers off the campus of the university, but the damaged buildings remain unusable and major repairs and rebuilding are needed. The government, however, has increasing demands for military expenditures and is unwilling or unable to provide funds for this work to be carried out.

At present, the heart of this once illustrious centre of learning for 31,000 students resides on the top floor of a public building, which has been provided by the government. Here, the university administration houses a few remaining documents and a single photocopy machine which somehow escaped destruction. Card-board boxes serve as filing cabinets, card tables as desks. The vast law library of 100,000 books has been reduced to a few shelves. Other faculties have fared little better. What remains of the wealth of laboratories and scientific research equipment is a pathetic assortment of materials which would be inadequate in a junior high school.

Despite this daunting situation, a dedicated group of faculty and administrators remain determined to restore their university to its former status. Since its closure, they have continued to teach and to provide degree programs by using facilities



made available by secondary schools, hospitals and the offices of lawyers, doctors and others. Eight faculties graduated 1,648 students between July 1980 and August 1982: Jurisprudence and Social Sciences, Sciences and Humanities, Agronomy, Medicine, Chemistry and Pharmacy, Engineering and Architecture, Economic Sciences and Dentistry. And, in the midst of an ever-expanding civil war, an astonishing total of 22,000 students appeared for fall enrollment last year, 13,000 of whom are attending university for the

first time.

Confidence and faith in the future of the institution remain strong. In fact, university faculty and students are among a select few in El Salvador who can, with at least some degree of confidence, afford to speak out and to demonstrate beliefs which clearly conflict with those of the country's military strongmen.

"The University of El Salvador is a university which refuses to die." Inspired by the words of Dr. Felix Antonio Ulloa, the former rector who was assassinated by

gunmen in October 1980, the slogan has been paraded on banners by students through the streets of San Salvador in open defiance of the military. By such actions, students and faculty demonstrate to the government and the public their collective determination to survive and, in so doing, serve as an inspiration for the rest of Salvadorean society.

Lacking any hope of government assistance, the university has embarked on an international campaign for aid and support. Three representatives have been appointed by the University of El Salvador to carry the campaign to other parts of Latin America, Europe and North America. Dr. Felix Antonio Ulloa, son of the murdered rector, is the representative for North America. A professor of Law at the University of El Salvador, he is presently based in Mexico City.

In January and February of this year, Dr. Ulloa conducted a coast-to-coast tour of Canadian universities where he met with groups of faculty, administrators and students. In Ottawa, Dr. Ulloa held discussions with representatives of a number of national associations including AUCC, CAUT, Oxfam, CUSO, World University Service Canada (WUSC) and the Overseas Book Centre (OBC). The principal aim of Dr. Ulloa's tour was to establish contacts with Canadian universities and concerned organizations in order to lay the groundwork for future Canadian co-operation in the reconstruction of the university.

Dr. Ulloa says that the University of El

American academics seek opening of El Salvador's National University

by Paul Desruisseaux

Members of a delegation of American university professors and administrators that visited El Salvador early this year are urging the United States government to take what steps it can to see that the National University in that war-torn country is reopened and allowed to operate autonomously.

The visit of the eight-member team was sponsored by Faculty for Human Rights in El Salvador and Central America, an organization of U.S. academics.

According to a statement by the group, the National University — which had been responsible for almost all higher education in El Salvador since its founding in 1861 — is now in ruins.

The group estimated that between \$20-million and \$30-million would be required to repair the physical damage to the campus. Lars Schoultz, a professor of political science at the University of North Carolina at Chapel Hill, said the army systematically sacked the campus and removed from it and sold all items that had any market value — ranging from typewriters and laboratory equipment to plumbing fixtures.

"Not one of us on the committee is a political activist — we're academicians, and we all were just appalled at what has been done to the educational infrastructure of

that country," he said. "There was no reason for the authorities to destroy the university in such an absolute way."

But the main problems faced by the university have more to do with its governance than its finances, according to members of the group.

"We want to see the university reopened if it can be reopened in a way that would guarantee academic freedom and insure that it would be allowed to operate as a real university and not something under the control of the army," said the Rev. Chester L. Wickwire, chaplain at Johns Hopkins University, who co-ordinated the group's visit to El Salvador.

In its statement the group said it found in El Salvador "a devastated educational system." By May of 1981, when the last official count was taken, the government had closed 877 of the country's elementary and secondary schools — more than one-third of the total — leaving more than 107,000 children without schools to attend.

Mr. Wickwire said that when schools have been closed they have often been turned into army barracks. "The U.S.-trained Atlacatl Battalion is now operating out of the Ciudad Normal Alberto Mas Ferrer, a former training college for grammar school teachers," he said, adding that there are now no teacher-preparatory institutions

operating in El Salvador.

Mr. Wickwire said the group is urging the American government to push for release of and amnesty for political prisoners in El Salvador. The group reported that hundreds of teachers at all levels of education have been imprisoned, and many others have disappeared or been killed.

According to Mr. Schoultz, members of the group will testify this month before Congress and will work individually to persuade lawmakers to designate some of the aid for El Salvador for use in reconstructing the National University.

In its statement, the group concluded that the reopening of the National University and the establishment of all academic freedom "is an important goal, among other important measures, in order to restore normal civil institutional life in El Salvador. We suggest the U.S. government consider allocating resources to the restoration of the National University, and that these resources be spent under the supervision of a body which includes the university's executive council."

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Academic repression in El Salvador

by John Kirk

So you think that times are tough in Canada, what with rising tuition fees, university deficits, "6 and 5," the lack of cheap accommodation and the like? For a moment try to stand outside these deeply felt frustrations and imagine what life is like for our colleagues and fellow students in war-torn El Salvador.

Most people know that there's a civil war being waged in that tiny Central American republic, which is only a little bigger than Cape Breton Island. Since 1979, almost \$400 million in military aid has been poured into the country by the U.S. government and an estimated 40,000 have been killed in the fighting, mainly at the hands of the security forces. All sectors of society have been affected by this wanton slaughter — peasants, urban workers, church people, journalists, lawyers, teachers and students.

As academics and students we can perhaps appreciate more easily just what the implications of war are for those who are part of the educational system in El Salvador. Traditionally, Latin American students have been heavily involved in political life, and have been in the forefront of movements demanding social change. While Latin American university students usually come from privileged families, it is difficult for many of them to close their eyes to the appalling poverty of the majority and the widespread repression. The resulting departure from the ivory tower ethic has, however, brought tragic consequences, and thousands have been brutally murdered for seeking social and political reform.

Present-day El Salvador embodies many of these characteristics. Because of popular demonstrations against the military government, which has ruled El Salvador since 1932, the University of El Salvador was closed down for 15 months in 1972, and for over 6 months in 1976. The most recent closure in June 1980 has been the most tragic.

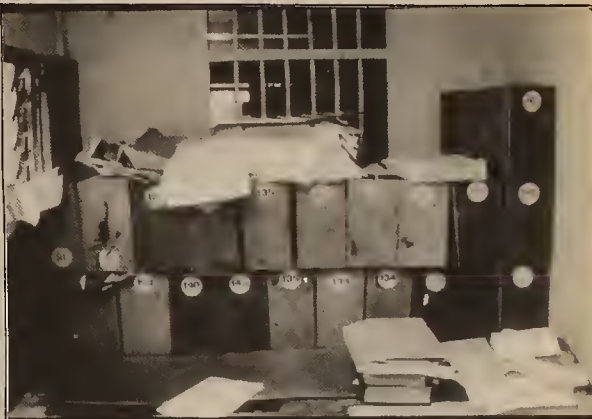
Viewers of a superb "Fifth estate" report two years ago called "la matanza" ("The

Slaughter") may remember a particularly troubling sequence in the documentary: the murder of a student lying prone on the floor. Despite his pleas for mercy, the student was coldly shot by one of the estimated 800 government troops who invaded the campus. He was one of 50 students butchered that day.

In our sedate Canadian universities, it is difficult to really grasp these events as we wrestle with transfer credits, budget-trimming and "rationalizations." At the University of El Salvador, priorities are very different. Prior to the June 26, 1980, attack there had been clear indications that the Salvadorean military was, to say the least, displeased with student criticism of martial law: machine-gun attacks, bazooka shots in the Faculty of Law and exploding bombs served as a clear message to students and faculty. Finally, on June 26, there was a major show of military might as helicopters and tanks invaded the campus. The ruling University Council was arrested en masse and the 141-year-old institution ground to a halt.

This savage repression has not been limited to students and peasants. A few months earlier, Archbishop Oscar Romero of San Salvador was gunned down while saying mass, and following the University occupation, the two top administrators of the Commission for Human Rights were also killed. On October 28, the Rector of the University of El Salvador and newly elected International President of World University Service, Dr. Félix Ulloa, was also assassinated — just two weeks before he was to start a major European speaking tour. Dr. Ulloa's successor fled the country after death threats, and the present rector, Dr. Miguel Angel Parada, was jailed for almost two months in 1981 for "anti-government plotting." If this treatment can be meted out to the President of the National University, one can imagine how much respect the *campesinos* are accorded.

The University of El Salvador, with its 1980 enrollment of 30,000 students, is the centre of the national educational system. It has three campuses — the largest being in the capital, with two smaller centres in the East and West of the country. In 1980 the largest faculties were engineering and economics, but most other subjects were



Cardboard boxes serve as filing cabinets for university documents

also taught. Many of the teachers and students have felt a strong obligation to speak openly about the tragedy of contemporary El Salvador. As in all dictatorships, the "official" version of reality and the truth simply could not co-exist, and the invasion of the University was the result.

The University facilities were ransacked. Teaching materials and scientific equipment were stolen, valuable research papers were burned, and students' academic records destroyed. A recent *New York Times* report tells of National Guardsmen — who have been occupying the University since 1980 — selling pilfered projectors, typewriters and furniture. Books were also sold, priced according to the thickness of the work. It is thought that, given these military abuses, the Ministry of Defense is understandably opposed to a reopening of the University.

The other main University in the country, the private, Catholic Central American University, with some 5,000 students, has also suffered the brunt of this military offensive. The rector, Dr. Ignacio Ellacuria, a Jesuit priest, has had to leave the country after death threats. Last January there were 12 bomb attacks on the campus, the military occupied the campus for two days, and about half of the faculty have been forced into exile. Ironically, this is all happening to a University that was set up by business interests in 1964, and which traditionally has been the preserve of the conservative and the very wealthy.

This widespread repression has also affected primary and secondary education, and the teachers' union, ANDES, has been a particular target of the military. A recent

issue of *Index on Censorship* examines the appalling social conditions in El Salvador — 58 percent of the population can count on less than \$20 a month in disposable income, three-quarters of children under five suffer from malnutrition, over half of those aged seven years and above are illiterate — and comments on the need for widespread educational reform. Once again, however, military dictates and social reform appear mutually exclusive. It was for this reason that Prof. Salvador Samayoa resigned his post as Minister of Education, just a few months after his appointment following the October 1979 coup, and joined the guerrillas.

There is a Central American myth about a man who felt so poor since all he had to eat were ears of corn, until one day he noticed an old woman who survived on the corn stalks which he had discarded. This myth serves well to illustrate our complacency and our, at times, selective indignation when facing ham-fisted government "planning," administrative bungling and programme cuts. Of course we should protest these examples of mis-management. But should we not also protest just as vehemently the abuses perpetrated on our colleagues in other countries? Do they not deserve our moral and physical support?

Vladimir Herzog, a Brazilian journalist who died in military police custody in 1975, put this situation well: "If we lose our capacity to be outraged when we see others subjected to atrocities, then we lose our right to call ourselves human beings." Maybe it's time to feel some outrage, and to channel it effectively.

Professor Kirk is with the Department of Spanish at Dalhousie University and is a specialist in Latin American affairs.



A makeshift library of books from professors' and students' collections

The university

Salvador has two urgent needs. The first is for material assistance in the form of financial contributions and donations of books and research and office equipment. The second is for expressions of solidarity on the part of the Canadian academic community with the faculty and students of the University of El Salvador. Dr. Ulloa emphasized that the moral support of the international university community is vital in helping to prevent further violence from being enacted against the university.

A campaign for support of the University of El Salvador is already underway in

Canada. The Canadian Association of Latin American and Caribbean Studies (CALACS) is co-sponsor of the "University of El Salvador Campaign" in which Canadian academics and students are being invited to symbolically enroll in the university through donations of \$5 or more. Those interested can send their donations in the form of cheques made out to "University of El Salvador Campaign," to Dr. Rolf Wesche, Secretary-Treasurer, Canadian Association of Latin American and Caribbean Studies, Room 305, 68 Laurier St. E., Ottawa K1N 6N5 (Tel. 231-2411/2395/5484).

BOOKS.LIVRES

For Services Rendered: Leslie James Bennett and the RCMP Security Service by John Sawatsky, Doubleday Canada Ltd., Toronto, 1982.

The Gouzenko Transcripts: The Evidence Presented to the Kellock-Taschereau Royal Commission of 1946, edited by Robert Bothwell and J.L. Granatstein, Deneau, Ottawa, 1982.

Security too important to be left to security forces

by Donald C. Savage

Canadian academics have shown surprisingly little interest in the development of the security services of the federal government. Except for some interest in the involvement of the RCMP in the Winnipeg strike of 1919 and in the early activities of the Communist Party, there seems to be relatively little in the way of research and publication. Yet nothing is more revealing of the functioning of the power structure of this country than the history of the security services. But the ambiguities make the story much more difficult to tell than might be apparent at first glance. These two books help to tell why.

Professors Bothwell and Granatstein have provided an edited version of the proceedings of the Royal Commission which inquired into the validity of the allegations and documents produced by Igor Gouzenko, who defected from the Soviet Union in September 1945. The Gouzenko case brought Canada directly into the world of twentieth century espionage.

It was quite clear that the Russian Embassy was directing a Canadian spy ring through its military intelligence officers and that the Communist Party of Canada provided the arena in which the Russians found most of their spies. Some had decided that Canada was wrong in refusing to share its scientific secrets with its wartime ally, the Soviet Union. Still others believed that Russia was free of the anti-semitism which was so prevalent in Canada at that time and should be rewarded by trust and friendship. The breaking of the spy ring and the conviction of eleven people was a profound shock to the Canadian people who for the previous three years had grown accustomed to the Soviet Union as one of its most significant allies in the Second World War.

Professors Bothwell and Granatstein regard Igor Gouzenko as something of a Canadian hero who helped Canadians to shed their illusions about Russia and about the Communist Party. They clearly state their belief that those in the spy ring who were acquitted escaped, not because of innocence, but because of legal technicalities. They demolish the left-wing myth that the Liberal government invented the case or publicized it to provoke the Cold War. Mackenzie King's first instinct was to suppress the whole matter since it would plunge Canada into controversy with Russia which would cause complications the Prime Minister would prefer to avoid.

"There is", the authors say, "a tendency to assume that the information brought to the Canadian government by Gouzenko was relatively insignificant, that it revealed little more than that some Canadians were interested in seeing the U.S.S.R. get its fair access to the secrets its wartime allies were perfidiously keeping from it." The authors attack that view and state that the spies produced significant information on industrial processes, scientific research, military matters and atomic information. They also point out that Gouzenko had no access to the secrets of the more elaborate operations of the NKVD, and thus other spies probably remained free.

The authors also deal with the question

of whether or not the investigation involved serious breaches of civil liberties. Their account is rather tepid. They condemn the holding of the suspects without the right of habeas corpus and the release of the report of the Royal Commission which smeared individuals before any trials took place. They equivocate on the validity of the procedures of the Royal Commission itself, but they justify its peremptory style on the grounds that many of the witnesses developed remarkably convenient amnesia or attempted to prevent interrogation by legal manoeuvres. At one point they say that the fishing expeditions by the Commission to determine who knew whom with leftist convictions "verged on the unconscionable", but they then qualify this with approving quotations from Mr. Justice Kellock's son to the effect that the end justified the means.

Finally, the authors point out that the Gouzenko case persuaded the Canadian government to adopt a formal security procedure for the vetting of civil servants. A security panel was created and rules promulgated requiring the scrutiny of the political views of civil servants. They suggest that in practice this was a more benign system than the one adopted in the United States. "Whether or not" the new rules "were effective remains unknown".

John Sawatsky is the major chronicler of the events since the defection of Gouzenko.

He is a freelance journalist, formerly with the *Vancouver Sun*, who in 1980 wrote a pioneering book on the security services entitled, *Men in the Shadows*. This dealt with many of the now celebrated events of the last forty years. He has now followed this with a book about Leslie James Bennett who joined the RCMP security division in 1954 and rose to be the most influential civil servant to deal with counter-intelligence against the Russians. Bennett was forced to retire in 1972 and ever since there have been repeated allegations that he was a Russian spy. In 1977, for instance, Ian Adams wrote a thinly disguised roman à clef called "S: Portrait of a Spy" about a double agent within the RCMP whom most people assumed to be Bennett.

A clear line of argument runs through both these books. Sawatsky believes that the RCMP should not have been entrusted with the job of counter-espionage, not because it was an unnecessary task but because they were incompetent to do the job. Sawatsky is convinced that the Russians do run effective and genuine spy missions in Canada and that the Canadian government should counter these efforts. He does not believe that the RCMP are capable of doing this, partly because their para-military structure ensures that no expertise can be developed over time and partly because police and intelligence techniques are radically different. Policemen

want to find and arrest criminals while intelligence officers wish to defend the interests of the state which may require from time to time that criminals go free.

In his first book Sawatsky drew a devastating picture of the incompetence of the RCMP and of how the force successfully fought every attempt to create a separate security organization. This included defusing the recommendation of the MacKenzie Commission in 1969, derailing recommendations from inside the organization by Terry Guernsey and Mark McClung, and appointing "a long list of undistinguished policemen" to the post of director of the security services. He considers that the events between 1970 and 1973 in the Province of Quebec "brought disrepute to the entire organization because of acts that were ineffective and illegal". He also gave considerable detail to the RCMP obsession with homosexuality — an obsession which led to the investment of considerable resources to develop the so-called fruit machine to detect homosexuals through the dilation of the eyes. Perhaps someday the files will reveal the contract research that was undertaken on this project.

The new book is in some ways even more disturbing. It is obvious from the text that Sawatsky has had the support of many members of the RCMP who have given him a mass of information. Essentially the case against Bennett lay in the repeated failure of the service to develop promising leads into effective counter-espionage cases. The only reasonable cause seemed to the Mounties to be the presence of a mole. Who was more obvious a mole than Bennett who was educated, a foreigner by birth and not a policeman.

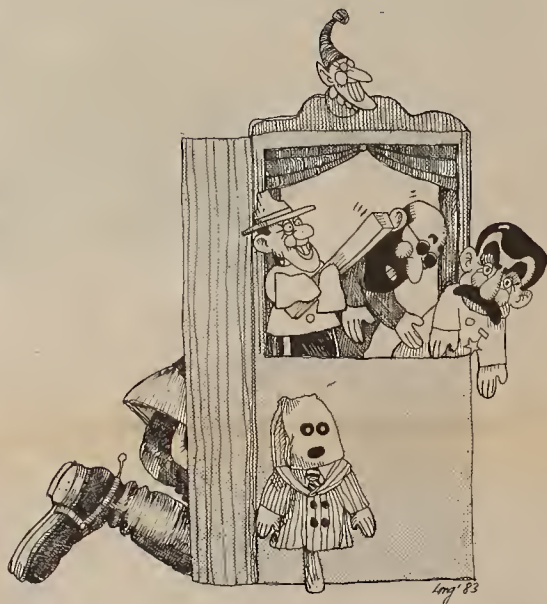
Sawatsky traces the cases and gives a detailed account of the investigation of Bennett which led the officer in charge to conclude that Bennett was not guilty. He was nevertheless forced to go. Sawatsky is not prepared to give a definitive answer himself but nevertheless seems to favour Bennett. That in turn leaves an interesting question — who then was the mole? But perhaps there was no mole. Possibly both Bennett and his critics were incompetent or underfunded when faced with the professionalism of the KGB.

There are some interesting sidelights in the two books. Sawatsky interviewed an RCMP officer who sold secrets to the Russians and was caught but not prosecuted. Why was he not prosecuted? Because the case would bring the RCMP into disrepute — not, as the Conservatives now allege, because the cabinet wished a cover-up. This should be contrasted with the crude and vicious attacks by the force on those who got in the way.

The two books, in fact, clearly show the folly of the repeated statements by the Prime Minister that the security forces should be left alone to defend the interests of Canada without any political oversight. That oversight is obviously essential. It is depressing to see the record of how the security forces would go to almost any length to deceive Parliament and the public — not about actual cases which no one would expect to be revealed while they were active, but about policies and practices.

Sawatsky makes a good case for a separate service. Basically he is saying that the RCMP is incorrigible and that no amount of reform will succeed. But he does not examine the case on the other side. After all, the United States has a separate force in the CIA which has not exactly been a model of ethical behaviour. Furthermore where would the new service recruit its members? Obviously from the old service. Plus ça change, plus c'est la même chose.

But above all, Sawatsky makes it clear that we need more research, more publication and more debate. Security is too important to be left to the security forces.



Murray Long

Dr. Savage is Executive Secretary of the CAUT.

BOOKS. LIVRES

Spotlight on public corporations

by Errol Black

Public Corporations and Public Policy in Canada, Allan Tupper and G. Bruce Doern (editors), Montreal, The Institute for Research on Public Policy, 1981.

Public corporations are currently the source of much debate and controversy in Canada. The demands for "privatization" of the whole or parts of major public sector corporations, the move by the federal government to limit to 10 per cent provincial government ownership in transport and pipeline companies whose assets cross provincial boundaries, and the recent purchase of British petroleum assets by Petro-Canada, are focal points of this controversy. Moreover, it seems likely, given the current state of the Canadian economy, that the debate over the role of public sector corporations will intensify in the months ahead.

Consequently, this book — *Public Corporations and Public Policy in Canada* — is a timely, and, in my opinion, an extremely useful addition to the literature on the place of public corporations in the political economy of Canada. The book consists of ten case studies of public corporations, preceded by a short summary and a lengthy introductory essay by the editors which seeks to pull together the main ideas and issues which emerge from individual studies.

The public corporations considered in the case studies are as follows: Atomic Energy of Canada Limited; Petro-Canada; Provincial Hydro Utilities; The Polish Corporation of Saskatchewan; Telesat Canada; Air Canada; Pacific Western Airlines; Cana-

dian National Railways; The National Asbestos Corporation of Quebec; and the Cape Breton Development Corporation. While there are some obvious exclusions from this sample (for example, financial and manufacturing corporations), it is nevertheless an excellent one. It consists of federal and provincial corporations, old and new corporations, and corporations faced with quite different circumstances and prospects.

The fact that this book is the product of a collective effort is evident in the case studies. Thus, all of the studies adopt a similar approach to analysing their subjects; establishing the social, political and economic context in which the corporation (or, as in the case of the study of hydro utilities, corporations) took root; isolating and explaining significant shifts in objectives, policies and activities; pinpointing conflicts and contradictions that seem to be inherent in such corporations; and identifying the different interests (class, group, political, etc.) that influence and shape the character and role of the corporation. Along the way, we learn a great deal about the internal structures of the corporations, about their relationships with governments and with private sector interests, and about the pressures which bear down on them.

This common approach produces clusters of insights which provide the material for the introductory essay. In short, this essay begins with a general survey on the extent of, and trends in, public corporation activities in the Canadian economy. It then summarizes the main issues associated with these corporations under five headings: The Origins of Public Corporations; The Goals of Public Enterprise; Public Corporations

and Related Public Policy Processes; Accountability; and Prospects (Public Corporations in the 1980's).

While much can be learned from the case studies and the introductory essay, the book is disappointing on two counts. First, virtually all of the case studies and the introductory essay stress the inherently contradictory nature of corporations confronted with the "...constant and inevitable need...to balance delicately their commercial profit goals with their public policy or public interest goals." The existence of this contradiction suggests the need to anchor the study of public sector corporations within an overall framework which seeks to explain and clarify the role of the state in Canadian society. Certainly, some of the individual case studies, for example, Larry Pratt's study of Petro-Canada, seem to be informed by a view of the role of the state. It would have been useful to have attempted to establish this framework explicitly in the introductory essay.

Secondly, the study did not examine the potential for public sector corporations to sharply demarcate themselves from private-sector corporations in the way in which they organize internal decision-making structures, resolve trade-offs between production and pollution, and so on. But perhaps this book will pave the way for a further study which will deal with these issues.

In conclusion, I would say that this book is most reading for anyone who is interested in the nature of Canadian political economy.

Professor Black is with the Department of Economics at Brandon University.

Computer Science Course Coordinator

Responsibilities: To participate as a team member in the planning, production, and delivery of home-study courses in Computer Science.

Qualifications: Ph.D. in Computing Science (or closely related field) or M.Sc. with considerable relevant experience. Post-secondary teaching exp. or interest in computing science curriculum planning, program planning, and course development; commercial, industrial, or government computing exp. An excellent academic and professional background is more significant than a particular area of specialization.

Salary Range: \$46,836 to \$56,796, \$37,140 to \$50,592, \$29,508 to \$40,104, depending on qualifications.

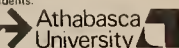
Starting date: as soon as possible.

Athabasca University is an open university providing undergraduate programs for adults studying at a distance. Currently Athabasca has a VAX 11/780 running UNIX, several micro computers including a SUN workstation, and laboratory facilities for students in Edmonton and Calgary. An academic computing group is being formed to support activities such as CMI, and CAI.

The central offices of the University will be relocated to the town of Athabasca. All positions are subject to relocation which is planned to be completed by December 31, 1984.

Reply including names and telephone numbers of three referees to:
Co-ordinator of Recruitment
Athabasca University
12352 - 149 St.
Edmonton, Alberta, T5V 1G9.

In accordance with Canadian immigration requirements this ad is directed to Canadian citizens and permanent residents.

 Athabasca University

Faculty of Administration DEAN

Nominations and applications are sought for the position of Dean of the Faculty of Administration. The position is available from July 1, 1983 and the appointment would normally be for five years, renewable.

The Faculty of Administration has 32 faculty members and offers a wide range of programmes in business and public administration to the master's level. The programmes have more than 1,200 students enrolled.

An outstanding candidate is sought. The position will be of interest to persons holding an earned doctorate in an appropriate field and having significant experience and accomplishments in teaching, research and academic administration, and/or persons with high level accomplishments in Canadian business or government. Salary and other terms are negotiable and competitive.

The University of New Brunswick is the lead provincial anglophone university and offers a full range of programmes to some 6,500 students.

Applications and nominations should be submitted to:

Dr. R.E. Burrill
Vice President (Academic)
University of New Brunswick
Old Arts Building
Room 105
Fredericton, N.B.
E3B 5A3



UNIVERSITY OF NEW BRUNSWICK

The roots of revolt

by Sandor Halebsky

Bitter Grounds: Roots of Revolt in El Salvador. Lisa North, Toronto: Between the Lines, 1981, 110, xxiv pp.
El Salvador: Central America in the New Cold War. Edited by Marvin E. Gettleman, Patrick Lacefield, Louis Menashe, David Mermelstein, and Ronald Radosh, New York: Grove Press, 1981, 397 pp.

The agony of El Salvador is familiar to all. Yet, for the non-specialist much will be obscure. These two splendid and complementary volumes can effectively remedy that circumstance.

Lisa North's *Bitter Grounds* makes clear the extreme inequality, poverty, brutality, and unresponsiveness of political rule in El Salvador. At the same time the historical depth and incisiveness of her analysis go beyond such immediate considerations in offering a comprehensive interpretation of the origins of the current revolution. North, a political scientist at York University, shows how the current "war is rooted in

local conflicts and problems which date back more than one hundred years". An important source of these problems then and in the intervening years has been the expansion of a capitalist economy and the destruction of pre-capitalist forms of production in the countryside.

In the last quarter of the nineteenth century — repeated in the 1920s and after World War II — growing opportunities in international markets led to the expansion of coffee, and later cotton, sugar, and henequen production, and the displacement of native cultivators, often by legal chicanery, first from their own land, later from that which they worked as tenants.

The concomitants of this process have been various. They include extreme inequalities in access to land and the creation of a cheap landless rural labor force dependent on seasonal employment, the decline of subsistence crops with an accompanying increase in food imports, and migration to the urban shanty-towns. Further economic

The roots of revolt

development has brought about the destruction of local craft industry and the supplemental income it provided, and an increase in capital intensive agriculture has led to a decrease of even low paid labor opportunities in the countryside. Where the surplus generated by coffee and other primary products is not consumed by luxury expenditures, it supports the growth of the cities and the population sectors located there.

Economic growth has thus transformed not only the countryside but also urban society, principally the capital city of San Salvador. It has fostered the development of small industry, a commercial middle class, professional elements, white collar public employment, a modest sized working class, and a university student population. And it has resulted in demands on the part of these social sectors for a democratization of the political system.

The economic boom of the 1960s and a mild interest in reform on the part of modernizing elements of the military and the oligarchy offered an opportunity for more open and extended political participation and organization during the decade. However, faced with the growing probability of electoral success on the part of the opposition, principally the Christian Democrats, pressures for mild agricultural reform, and the increased strength of the non-government controlled trade unions, the oligarchy closed ranks. Aligned with conservative elements of the military, it brought an end to the movement toward a more democratic politics through fraud and repression.

During the 1970s, increasing political activity, organization and leadership among middle and working class elements, growing acrimony, and the futility of change through electoral politics led to the growth in the number of popular organizations committed to change. In addition, the social action programmes of the Catholic clergy and their leadership in encouraging peasant organization further contributed to changing the balance of resources and potential for action between the state and its opponents.

Lisa North skillfully weaves together these and other important strands of El Salvador's bloody and violent story. She succeeds not only in making clear the character and origin of contemporary groups and politics in El Salvador, but also suggests the dynamics of social change, organization, and political process crucial to the appearance of revolution among aggrieved populations.

So brief a volume will inevitably have omissions. Thus, the present student and those concerned more generally with the theory of revolution would have found useful more detailed accounts of the diversity of peasant circumstances and interests produced by economic and social change, the composition of the oligarchy, the nature of the Salvadorian state, the relationship between the military, government, and the bourgeoisie and landholding classes, and the role of the urban working class. These are areas that could be usefully elaborated on in a more extended analysis.

In *El Salvador: Central America in the New Cold War*, Marvin Gettleman and his associates have produced a superb model of what a collection of edited items should be. They offer a wide array of engrossing articles, government documents, committee and organization reports, eye witness accounts, and the like, that provide a diversity of interpretations of the struggle in El Salvador. The usefulness of the volume is enhanced by the numerous chapter and section introductions by the editors. It covers a number of recent developments crucial to understanding the struggle in El Salvador, such as agrarian reform, the character of

the insurgents, the pervasive terror, and the role of the church.

However, the volume principally reveals the character of the political response and controversy aroused by El Salvador in the United States and its interjection into the East-West conflict. Most readers will be left with little doubt as to the errors and misconceptions of the policies of the Reagan administration, and of its intrusion of a Cold War framework upon events there. They will probably also be struck with how little has been learned by important elements of American political leadership concerning the sources of discontent and the limitations of the United States power in this region.

Taken together these two volumes offer a microcosm of some of the fundamental forces of our time — the changes and conditions that fuel revolution, and the blindness, hubris, and moral bankruptcy of many of our political leaders and their world view.

Professor Halebsky is with the Department of Sociology at Saint Mary's University.

DEPARTMENT OF ECONOMICS Lakehead University

Applications are being accepted for 1 or more appointments. Rank and salary commensurate with qualifications. Econometrics and Macroeconomics in particular. Other fields welcome. Date of appointment is July 1st, 1983. Applications with curriculum vitae should be sent to Mr. D.E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

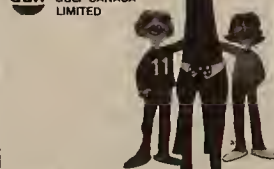
Lakehead University

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University of Regina UNIVERSITY EXTENSION

POSITION

Head — Division of Fine Arts & Humanities

DESCRIPTION

Under the supervision of the Dean to:

- plan, develop, co-ordinate and evaluate a wide range of non-degree programs in the field of fine and performing arts and humanities.
- liaise with Saskatchewan Community Colleges, community groups, university faculty and staff, and post-secondary institutions concerned with adult continuing education.
- administrative supervision over a developing English as a Second Language Program.
- further the efforts of the University to make its unique resources and facilities available to the community.

QUALIFICATIONS

- a master's degree or an appropriate combination of education, experience and training.
- ability to work with voluntary and professional groups, university staff and faculty, governmental and educational agencies.
- proven ability to plan, develop and operate seminars, short courses and programs using traditional and non-traditional qualifications and experience.
- a proven administrative competence.

SALARY

- At an academic rank and salary commensurate with qualifications and experience.

APPOINTMENT

- January 1, 1984

Applications, together with appropriate supporting materials, should be forwarded by mail by April 30, 1983 to:

H.G. Kindred, Dean
University Extension
University of Regina
Regina, Saskatchewan, S4S 0A2

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CENTRAL & NORTHERN ALBERTA CARDIAC REHABILITATION PROGRAM Co-Director

The Royal Alexandra Hospital and the University of Alberta invites applications for the position of Co-Director for the above program. The applicant should have an M.D. or Ph.D. degree in the field related to cardiac rehabilitation. The primary responsibility will be to carry out scientific research. Adequate training and demonstrated ability as an independent investigator is required. The successful applicant will have a University appointment in the department of medicine in accordance with experience and seniority. Salary will be according to the university rank. This program receives approximately 500 new patients per year and has the capacity to accommodate 120 patients at one time.

Please send curriculum vitae and three names of reference to:

Dr. Simon Lee
Central & Northern Alberta Cardiac Rehabilitation Unit
11010-101 Street
Edmonton, Alberta, Canada T5H 4B9
Phone: (403) 477-9667

School of Engineering Faculty Positions

The School of Engineering at Lakehead University has faculty positions open in Civil, Electrical and Mechanical Engineering. Most of these positions are new. Candidates are expected to be strong undergraduate teachers and capable of conducting research in the area of specialization or related fields. Consulting activity is encouraged.

Applications are invited from candidates with a Ph.D. or equivalent experience in one or more of the following areas of specialization. Industrial experience is considered to be beneficial.

Civil Engineering:

2 tenure-track positions; expertise in any one of or combination of the following fields: Construction, Geotechnical, Structural Engineering.

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A tenure-track position with expertise preferably in controls or circuits.

Mechanical Engineering:

1 tenure-track position in Machine Design or Production Systems.

Salary and rank will be commensurate with experience and qualifications.

Canadian Immigration regulations require that applications from Canadians and Landed Immigrants will be given preference. Deadline for applications is April 30, 1983.

Applications accompanied by a detailed resumé and the names and addresses of three referees, should be sent to:

Mr. D.E. Ayre
Secretary of the University
Lakehead University
Thunder Bay, Ontario
P7B 5E1

Lakehead University

VACANCIES . POSTES VACANTS

ADMINISTRATIVE POSITIONS

THE UNIVERSITY OF ALBERTA. Faculty of Rehabilitation Medicine. Department of Occupational Therapy. Position: Chairman. Qualifications Required: The candidate should be an occupational therapist with a doctoral degree (master's will be considered). Previous administrative experience in an academic setting is required. Duties: The successful candidate will be expected to provide academic and professional leadership within the undergraduate and proposed graduate programs and undertake teaching and research in their area of specialization. Appointment will normally be at Associate Professor or Full Professor rank, with a current salary floor of \$35,420 and \$46,010, respectively, depending upon qualifications. The University of Alberta is an equal opportunity employer. Applications, together with curriculum vitae and the names of three references, should be submitted by May 15, 1983 to: Dean F.B. Wilson, Faculty of Rehabilitation Medicine, The University of Alberta, 316 Corbett Hall, Edmonton, Alberta T6C 2G4. Effective date of appointment: July 1, 1983.

UNIVERSITY OF REGINA. University Extension. Position: Head, Division of Fine Arts and Humanities. Description: Under the supervision of the Dean to: — plan, develop, co-ordinate and evaluate a wide range of non-degree programs in the field of fine and performing arts and humanities; — liaise with Saskatchewan community colleges, community groups, university faculty and staff, and post-secondary institutions concerned with adult continuing education; — administrative supervision over a developing English as a second language program;

CAUT ADVERTISING POLICY AND CENSURE

CAUT will carry advertisements from censored universities at the first and second stages of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly recommends that members not take positions at an institution at this stage of censure.

— further the efforts of the University to make its unique resources and facilities available to the community. Qualifications: A Master's degree or an appropriate combination of education, experience and training; ability to work with voluntary and professional groups, University staff and faculty, governmental and educational agencies; ability to plan, develop and operate seminars, short courses and programs using traditional and non-traditional qualifications and experience; a proven administrative competence. Salary: at an academic rank and salary commensurate with qualifications and experience. Appointment: January 1, 1984. Applications, together with appropriate supporting materials, should be forwarded by mail by April 30, 1983 to: H.G. Kindred, Dean, University Extension, University of Regina, Regina, Saskatchewan, S4S 0A2.

THE UNIVERSITY OF BRITISH COLUMBIA. Molecular Genetics. Director. The University of B.C. invites applications for the position of Director, Centre for Molecular Genetics. Candidates should have a substantial record of research accomplishment in the area of recombinant DNA ap-

proaches to problems of medical significance. The successful applicant will have qualities of leadership and innovation, and will be responsible for building a focus of excellence in this field at the University and for directing an active research program. The Centre is interdisciplinary in nature with several departments (Microbiology, Biochemistry, Medical Genetics, Medicine, etc.) participating. A cross appointment as a faculty member in one of these departments will be made. This is a tenure track appointment and the position is available on or after July 1983 subject to availability of funds. Salary will be commensurate with experience and qualifications. Curriculum vitae and the names and addresses of three references should be sent to: Dr. P.A. Baird, Professor and Head, Department of Medical Genetics, Rm. No. 222, Westbrook Building, 6174 University Boulevard, University of British Columbia, Vancouver, B.C. Canada, V6T 1W5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equal opportunities will be given to male and female applicants.

UNIVERSITY OF BRITISH COLUMBIA. Department of Medicine. Division of Rheumatology. University of B.C. and Vancouver General Hospital invite applications for the position of Head of the Division of Rheumatology effective July 1, 1983. There are excellent clinical facilities at the Vancouver General Hospital and the B.C. Arthritis Centre with a variety of specialized clinics. The applicant must have equivalent Canadian qualifications in Rheumatology and must have a significant research reputation. Ability to develop research and lead a clinical group located at four teaching hospitals is important. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit an updated c.v. and the names of three referees by April 30, 1983 to: Dr. John H. Dirks, Head, Department of Medicine, U.B.C., 910 W 10th Ave., Vancouver, B.C. V5Z 1M9.

ACCOUNTING

McMASTER UNIVERSITY. Distinguished Professorial Chair in Accounting. It is expected that the holder of the Distinguished Professorial Chair will have an established record as a recognized scholar in accounting. As a senior academic appointee, the holder will be expected to provide leadership in scholarly research activities and in the development of programmes. A PhD or DBA, with teaching and research experience, is required. Salary will be commensurate with the nature of this distinguished position and is expected to exceed that of most senior academic appointments in business. The appointment

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OTTAWA, Canada
K1Y 4G1

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<p>date is open; however, July 1, 1983 is preferred. Applications should be mailed to: Dr. A.Z. Szendrovits, Dean, Faculty of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4.</p> <p>UNIVERSITY OF OTTAWA, Faculty of Administration. Faculty positions in Accounting starting July 1, 1983. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and an interest in conducting research. Bilingualism (English and French) would be an asset. All courses at both undergraduate and graduate levels are offered in English and French. Send résumé to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbroad Street, Ottawa, Ontario, K1N 9B5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.</p> <p>UNIVERSITÉ D'OTTAWA, Faculté d'Administration. Postes à plein temps, disponibilité disponibles le 1er juillet 1983. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. Enseignement au niveau de 2e cycle et au niveau du 1er cycle et recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Dean, Faculté d'Administration, Université d'Ottawa, 115, rue Wilbroad, Ottawa (Ontario) K1N 9B5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation des crédits. Les demandes émanant de candidats en possession d'une autorisation légale d'occuper au Canada un emploi seront envisagées en priorité.</p>	<p>ing with a specialization in Structures and Environment preferred. Duties involve undergraduate teaching, research and graduate student supervision. Salary \$2,000 per month (1982-83). Send applications and request three referees to write to: Dr. E. McKyes, Chairman, Department of Agricultural Engineering, McGill University, Macdonald Campus, Box 950, Ste-Anne-de-Bellevue, P.Q., H9X 1C0.</p>	<p>tions are subject to available funding and will be for no less than one academic year and may become continuing positions. Applications, accompanied by curriculum vitae, the names of three referees and examples of work in slide form, should be sent to: Professor Roland Brenner, Chairman, Department of Visual Arts, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Deadline for receipt of applications, 30th April, 1983. Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.</p>	<p>directed at Canadian citizens and permanent residents of Canada.</p> <p>UNIVERSITY OF TORONTO, Department of Botany. Visiting Professorship. Applications are invited for a temporary replacement position, available from October 15, 1983, to June 30, 1984 (budget permitting). The successful applicant will be expected to teach a full year course in PLANT ULTRASTRUCTURE (fungi, algae, and higher plants), a half-year course on the MORPHOLOGY AND EVOLUTION OF VASCULAR PLANTS, and participate in a first year INTRODUCTORY BIOLOGY COURSE. Applicants should have a Ph.D. and preferably some teaching experience. A research interest in Fungal ultrastructure and/or plant pathology would be an advantage. Salary: \$24,200 or commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and 3 letters of reference to: The Chairman, Department of Botany, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Deadline for applications is April 30, 1983.</p>
<p>AGRICULTURAL BUSINESS MANAGEMENT</p>	<p>ANTHROPOLOGY/ ARCHEOLOGY</p>	<p>BIOCHEMISTRY</p>	<p>WILFRID LAURIER UNIVERSITY. Department of Biology. Applications are invited for a Geneticist to teach undergraduate genetics courses, and one or more of the following: Plant Ecology, Plant Taxonomy, Biogeography or Introductory Biology. Candidates must have a Ph.D. and teaching experience and is expected to develop a research program. Rank and salary commensurate with background and experience. Appointment effective July 1, 1983 and closing date for applications is May 1, 1983. This position is subject to budgetary approval. Please enclose with application, curriculum vitae, transcripts and three letters of reference to: Dr. Kaye Hayashida, Chairman, Department of Biology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.</p>
<p>UNIVERSITY OF GUELPH. School of Agricultural Economics and Extension Education. Position: Professor of Agricultural Business Management. Position Description: The Agricultural Business Management Section of the School of Agricultural Economics and Extension Education invites applications for a tenure track position in Agricultural Business Management. Candidates must have either a Ph.D. or a M.A. in Agriculture with a strong training in business, (b) a Ph.D. or O.B.A. in business with some interest or experience in agriculture. Rank Assistant or Associate Professor. Outlets: Duties will include assuming responsibility for teaching undergraduate and graduate courses in business policy. Additional teaching assignments may be required in other business areas. The successful candidate will also be expected to supervise graduate students and contribute to the research, management development, and continuing education program of the agricultural business and management group. Application Requirements: Applicants should provide a complete curriculum vitae, a brief description of research and teaching interests, a transcript of academic record, and the names and addresses of three references to: Dr. Elmer L. Menzie, Director, School of Agricultural Economics and Extension Education, University of Guelph, Guelph, Ontario, N1G 2W1. Position Open: August 1, 1983. Closing Date for Applications: May 1, 1983. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Position subject to final budgetary approval.</p>	<p>UNIVERSITY OF SASKATCHEWAN. Department of Anthropology and Archaeology. The Department of Anthropology and Archaeology invites applications for a 10-month leave replacement position at the lecturer level. Preference will be given to those competent to teach both introductory social anthropology and linguistics (phonology and syntax at the introductory level). Ethnographic area specialization open. Candidates with a Ph.D. will be given preference, but ABD's are encouraged to apply. Appointment is subject to budgetary confirmation. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Send cv. and all correspondence to: Urve Linnaeus, Head, Department of Anthropology and Archaeology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.</p>	<p>McMASTER UNIVERSITY. Department of Biochemistry. Postdoctoral Research Associate available immediately for up to 3 years for studies on Viral Membrane Glycoproteins (VSV, HSV, MHV) involving construction and expression of chimeric and intracellular transport. Salary \$18,000 to \$21,000 per year. Experience in cell culture, recombinant DNA technology desirable. Send résumé and names of three references to: Dr. H.P. Ghosh, Chairman, Department of Biochemistry, McMaster University, Hamilton, Ontario, L8N 3Z5, Canada.</p> <p>McMASTER UNIVERSITY. Biochemistry. Postdoctoral Research Fellow/Associate. Available immediately for up to 3 years for studies on RNA and DNA animal viruses involving membrane glycoprotein transport, replication and expression of cloned and chimeric genes. Salary \$18,000 to \$21,000 per year. Experience in cell culture, recombinant DNA technology desirable. Send résumé and names of three references to: Dr. H.P. Ghosh, Professor, Department of Biochemistry, McMaster University, Hamilton, Ontario, L8N 3Z5, Canada.</p>	<p>CONCORDIA UNIVERSITY. Centre for Building Studies. The Centre is seeking applications for a tenure-track position in Computer Aided Building Design for immediate appointment. Situated in downtown Montreal, the Centre is responsible for a range of unique academic research programmes directed towards various fields within the discipline of building design: energy conservation, building science, building structure and construction management. Successful candidates will have a Ph.D. related to any of these areas and experience related to the development and application of software for Computer Aided Building Design. Duties include teaching at graduate and undergraduate levels, supervision of graduate students and research aimed at improving the productivity of the building industry through more effective use of computers. Research Positions are also available in this area. In accordance with Canadian requirements, this advertisement is directed to Canadian citizens and permanent residents. Bilingualism (English and French) will be an asset. Salary and rank are negotiable depending on academic qualifications and experience. Send a complete résumé with three references to: Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.</p>
<p>AGRICULTURAL ENGINEERING</p> <p>McGILL UNIVERSITY, MACDONALD CAMPUS. Faculty of Agriculture. Full-time Lecturer in Agricultural Engineering, one year renewable terms leading to potential promotion to Assistant Professor rank. Knowledge of Canadian agriculture and professional engineering qualifications necessary. Ph.D. in Agricultural Engineering</p>	<p>ARTS/VISUAL ARTS</p>	<p>BIOLOGY</p>	<p>BUILDING STUDIES</p>
	<p>UNIVERSITY OF ALBERTA. Department of Art and Design. The Department of Art and Design at the University of Alberta invites applications from both men and women for a Study Leave replacement in Visual Communication Design, for the period September 1, 1983 to April 30, 1984. Approximate salary \$16,630.00 to \$17,925.00 (1982/83 scale, to be adjusted). Professional, teaching experience desirable. Formal education equivalent to a MFA required. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Complete applications, including a letter of application, curriculum vitae, 20 to 25 slides of works and the names of two referees should be sent, by April 30, 1983, to Jorge Frascara, Chairman, Department of Art and Design, University of Alberta, Edmonton, Alberta, T6G 2G9, Canada.</p>	<p>YORK UNIVERSITY. Biology Department. Research Assistant in Radiation Genetics to carry out mathematical and experimental studies on mutation induction by ultraviolet radiation in yeast. A Master's Degree and experience in medical physics (radiation) and yeast genetics is essential for this post. Submit curriculum vitae and names of two referees no later than 1 May, 1983 to Dr. R.H. Haynes, Biology Department, York University, Toronto, Ontario, M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>	<p>CONCORDIA UNIVERSITY. Centre for Building Studies. A tenure-track faculty position in Building Management for the graduate and undergraduate programmes in Building Engineering. Applications are sought from candidates whose interests lie in one or more of the following areas: safety, productivity, innovation, construction, operations management, innovations and site management. Desired qualifications include industry experience and a master's degree and preferably a Ph.D. in a closely related field. Outlets include teaching graduate and undergraduate courses in this construction management branch, conducting research, supervision of graduate student research and liaison with industry. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Bilingualism (English-French) will be an asset.</p>
	<p>UNIVERSITY OF WATERLOO. Department of Fine Arts. Assistant Professor for sabbatical replacement, academic year 1993-94. Teaching ability and exhibition record required. M.F.A. preferred but not mandatory. Required to teach six half courses (3 per semester) in: 1) introductory design, second and third year undergraduate painting. Expertise in experimental media and/or printmaking would be an asset. Also required to fulfill departmental committee obligations. Salary commensurate with experience. The interested should send application to: Professor Tony Urquhart, Chairman, Department of Fine Arts, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for receipt of applications is July 1, 1983. The availability of this position is subject to the receipt of three references to: Chairmen with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p>	<p>BROCK UNIVERSITY. Department of Biological Sciences. A three-year appointment at the Assistant Professor level. Applications are invited from individuals with a Ph.D. and post-graduate experience with research interests in any area of developmental biology but with emphasis on its cellular, molecular or genetic aspects. The successful candidate will be expected to teach developmental biology to upper-level undergraduates and graduate students to participate in team-taught courses at the first- or second-year level and to carry on independent research. The appointment will be effective approximately July 1983. Please send curriculum vitae and the names of three referees to: Chairman, Search Committee, Department of Biological Sciences, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. In accordance with Canadian Immigration requirements this advertisement is directed primarily to Canadian citizens and permanent residents.</p>	<p>CONCORDIA UNIVERSITY. Centre for Building Studies. A tenure-track faculty position in Building Management for the graduate and undergraduate programmes in Building Engineering. Applications are sought from candidates whose interests lie in one or more of the following areas: safety, productivity, innovation, construction, operations management, innovations and site management. Desired qualifications include industry experience and a master's degree and preferably a Ph.D. in a closely related field. Outlets include teaching graduate and undergraduate courses in this construction management branch, conducting research, supervision of graduate student research and liaison with industry. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Bilingualism (English-French) will be an asset.</p>
	<p>UNIVERSITY OF VICTORIA. Department of Visual Arts. The Department of Visual Arts invites applications for the following positions for the academic year 1983/84: 1. Coordinator of the Foundation Program. The successful candidate will design the first year course which serves as the basis for all further courses in the Department. This involves studio work in both two and three dimensions, as well as teaching an introductory course in Art Theory, 2. Painting and Drawing Instructor. The successful candidate will be capable of teaching courses at all undergraduate levels as well as supervising students in the graduate program. Applicants for both positions will be at the Instructor or assistant professor level depending on experience. Applicants should have an M.F.A. or equivalent, be willing to contribute to an intense and demanding program, and should be practising artists with extensive exhibition records and University teaching experience. These posi-</p>	<p>UNIVERSITY OF ALBERTA. Department of Botany. The Botany Department, University of Alberta invites applicants for NSERC research fellowships, particularly in the area of plant-water relation in plant physiology. Extensive phytotron facilities make this department an ideal location for research in these areas. The appointment will be made at the Assistant Professor rank, initially for three years. Send a curriculum vitae and the names of three referees to: Dr. David O. Cass, Chairman, Department of Botany, University of Alberta, Edmonton, Alberta, T6G 2E9. The University of Alberta is an equal opportunity employer however, in accordance with Canadian Immigration regulations and NSERC requirements, this advertisement is</p>	<p>UNIVERSITY OF ALBERTA. Department of Botany. Visiting Professorship. Applications are invited for a temporary replacement position, available from October 15, 1983, to June 30, 1984 (budget permitting). The successful applicant will be expected to teach a full year course in PLANT ULTRASTRUCTURE (fungi, algae, and higher plants), a half-year course on the MORPHOLOGY AND EVOLUTION OF VASCULAR PLANTS, and participate in a first year INTRODUCTORY BIOLOGY COURSE. Applicants should have a Ph.D. and preferably some teaching experience. A research interest in Fungal ultrastructure and/or plant pathology would be an advantage. Salary: \$24,200 or commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and 3 letters of reference to: The Chairman, Department of Botany, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Deadline for applications is April 30, 1983.</p>

Salary, rank negotiable depending on qualifications. Interested candidates should apply by writing to: Dr. Paul Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Que. H3G 1M8.

BUSINESS ADMINISTRATION/ COMMERCE

UNIVERSITY OF MANITOBA. Department of Business Administration. Applications are invited for a tenure-track appointment at the rank of Assistant or Associate Professor from those with a teaching and research interest in administration and human resource management. Applicants should have a Ph.D. or equivalent in an appropriate area and an established reputation in teaching and research. Salary is competitive depending on qualifications and experience. The appointment is effective July 1, 1983. Resumes and names of three referees should be sent to: Dr. Fred Starke, Head, Department of Business Administration, University of Manitoba, Winnipeg, Manitoba, R3T 2N2 on or before April 30, 1983. The University encourages applications from women and men, and especially from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

THE UNIVERSITY OF ALBERTA. Faculty of Business. Master of Public Management (MPM) Program. The Faculty of Business has established a new professional graduate program designed for those interested in management careers in the public sector. This two-year program offers comprehensive core courses in business and public management as well as the flexibility to select electives from elsewhere in the University. Individuals holding undergraduate degrees in any field are invited to apply. For further details, please contact: Allan A. Warrack, Associate Dean (MPM Program), Faculty of Business, The University of Alberta, Edmonton, Alberta, T6G 2G1.

ST. FRANCIS XAVIER UNIVERSITY. Department of Business Administration. Applications are invited for a faculty position in the Department of Business Administration for the 1983/84 academic year. Responsibilities include undergraduate teaching and research. Candidates should be willing to teach in two of the following areas: Marketing, Finance, Organizational Behaviour, and Policy. Ph.D. or Ph.D. candidate preferred. M.B.A. will be considered. Rank and salary will be dependent upon qualifications and experience. Interested candidates should forward a curriculum vitae and two letters of reference to: Leo T. Gallant, Chairman, Department of Business Administration, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

BISHOP'S UNIVERSITY. Business Administration. Applications are invited for two tenure-track appointments in business resources, rank open, for July 1, 1983. Applicants should hold the Ph.D. or M.B.A. and have relevant work experience. The successful candidate will teach undergraduate courses. The salary scales at Bishop's University are highly competitive. Please submit applications with curriculum vitae and the names of three referees to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

TRINITY WESTERN COLLEGE. Position — Full Professor. b) Qualifications — Ph.D. required, plus extensive teaching and business experience in the areas of Marketing, Business Law, Statistics and Advertising with ability to integrate one's discipline with a Biblical, Christian faith. d) Write to — Dr. Kenneth R. Davis, Dean, Trinity Western College, 7600 Glover Rd., Langley, B.C. Canada V2Y 1Y5. University of Trinity Western College is an evangelical Christian College, chartered by the province of British Columbia and granting B.A. and B.Sc. degrees. e) Opening for September 1983.

ACADIA UNIVERSITY. School of Business Administration. Applications are invited for several positions at the rank of Lecturer, Assistant Professor Associate Professor, to fill one tenure-track position and a number of one year leave replacements. Salary competitive, according to qualifications and experience. Applicants should hold the MBA with considerable experience but Ph.D. degree is desirable. Duties include undergraduate teaching in one or more of accounting, finance, personnel and industrial relations, management and information systems. Effective date of appointment is July 1, 1983, or later by mutual agreement. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Application and resume should be addressed to Dr. N. McGuinness, Chairman, Appointment Committee, School of Business Administration, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

MCMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Business Policy, (iii) Finance, (iv) Information Systems. Rank depends on qualifications and experience; preferably at the Assistant, Associate or Professor level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Information Systems will be expected to contribute to the major field of the Ph.D. program in Management Science/Systems, others to the minor. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date closes when position is filled. Applications should be sent to: Dr. A. Szendrovi, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

CARLETON UNIVERSITY. School of Business. Applications are invited for a tenure track position at the rank of Assistant Professor in the area of Management Information Systems. Preference will be given to candidates with a secondary teaching interest in Accounting or Operations Management. Appointment date open to negotiation. Ph.D. or applicable Industrial experience and research interests required. Applications should be sent to: A.J. Balletti, Director, School of Business, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Business Administration. Accounting and Finance. Applications are invited for faculty positions from those with teaching and research interests in (i) managerial accounting (ii) financial accounting (iii) finance (iv) taxation. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective July 1, 1983 or by arrangement. Appointments available until positions filled. Send resumes to: Dr. John R. Hanna, Professor of Accounting, 222 Hagen Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval.

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting (5 positions); Management Information Systems (2 positions); Finance (2 positions); Marketing (2 positions); Business Policy (1 position); Organization Behavior (1 position); Industrial Relations (1 position); Legal Relations (1 position); and Statistics (1 position). Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Ranges are: Assistant Professor \$27,720 to \$39,620; Associate Professor \$35,420 to \$51,658; Professor from \$46,010. In addition, market supplements to ensure competitive offers are negotiable. Appointments normally effective July 1. Send resume to: Dr. Roger S. Smith, Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.

UNIVERSITY COLLEGE OF CAPE BRETON. Business Administration and Commerce. Applications are invited for an appointment as Assistant Professor, beginning July 1/83 in the Department of Business Administration. Responsibilities include undergraduate teaching in two or more of the following areas: management, computer (BASIC), quantitative methods, statistics, calculus, and linear algebra. Minimum qualifications, M.B.A. and an experience in teaching. Submit curriculum vitae and the names of three referees, should be sent to Professor R.D. Robertson, Chairman, Department of Management and Administration, University College of Cape Breton, Box 5300, Sydney, Nova Scotia, B1P

6L2.

QUEEN'S UNIVERSITY. Business Administration and Commerce. Applications are being sought for tenure-track and/or visiting faculty positions in Accounting and Marketing. However, qualified candidates in other areas will be considered also. Evidence of strong research potential desirable. Teaching will be at the B.Com., MBA and Ph.D. level. Completed Ph.D. is strongly preferred. Rank and salary are open. Positions are open to both male and female applicants. Send resume to: Prof. Wm. E. Miklas, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Administration. Commerce. Applications for tenure-track or term positions are invited in: Accounting, Finance, Business Policy, Management Science, Marketing, Management, Industrial Relations, and Personnel. Rank and salary are open and depend on qualifications and experience. Successful candidates will carry out research and teach in a dynamic undergraduate program and a new part-time masters program. Submit curriculum vitae and names of three referees to: Dr. Eric West, Dean, Faculty of Administration, University of New Brunswick, Bag Service No. 45555, Fredericton, N.B. E3B 6E5.

ALGOMA UNIVERSITY COLLEGE. Department of Commerce. Applications are invited for a full-time position commencing July 1, 1983. Applicants should have an M.B.A., a professional accounting designation and relevant business experience. The successful candidate will teach in one or more of the following fields: Accounting, Financial Management and Organizational Behaviour. Rank is open; current minimum salary for an Assistant Professor is \$23,394. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should send curriculum vitae and the names of three referees to: Dr. R.G. Ewing, Dean, Algoma University, 1777 Ontario Street East, Sault Ste. Marie, Ontario, P6A 2G4.

CHEMISTRY

UNIVERSITY OF GUELPH. Department of Chemistry. Tenure-track position in inorganic chemistry at the rank of assistant professor is available immediately. Areas of inorganic chemistry of special interest are bioinorganic, organo-metallic chemistry, mechanistic physical inorganic and catalysis. Strong potential for growth exists with GSWC which is equipped with state-of-the-art NMR, IR, Raman, crystal structure analysis, GCMS and EPR instrumentation. Applications should include complete biography, list of publications, reprints of recent publications, names of three referees, a short statement of research and teaching objectives. Please apply to: Edward G. Janzen, Chairman, Department of Chemistry, University of Guelph, Guelph, Ontario, N1G 2W1. Position subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINDSOR. Department of Chemistry. Postdoctoral position available for studies on enzyme immobilization related to open tubular reactors for clinical applications. Stipend for the one-year renewable appointment would be at NSERC level. Send resume and three letters of reference to: Dr. K.E. Taylor, Department of Chemistry, University of Windsor, Windsor, Ontario, N9B 3P4.

UNIVERSITY OF MANITOBA. Chemistry Department. Applications are invited for a position as Instructor. Duties will consist of supervision of laboratories for an introductory course in biochemistry for the first year, others in subsequent years. The minimum qualification is a Master's degree in chemistry or biochemistry. The starting date will be July 1, 1983, with salary in the range \$18,460 - \$28,000 depending upon qualifications and experience. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send a curriculum vitae and the names of three referees to: Dr. Bryan R. Henry, Head, Department of Chemistry, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF SASKATCHEWAN. Depart-

ment of Chemistry. Applications are invited for a tenure-track position in analytical chemistry at the Associate or Full Professor rank. The establishment of an Analytical Chemistry Unit within the Department of Chemistry has been approved in principle. The successful candidate will be responsible for leading the development of this unit. Applicants must have a distinguished scientific record and a strong commitment to teaching at both the undergraduate and graduate levels. The successful candidate will be expected to maintain an active research program. An interest in involvement in interdisciplinary research and collaboration with other groups within the University and associated institutions is highly desirable. The search committee will consider qualified applicants with research interest in any area of analytical chemistry. 1982/83 salary minima are Associate Professor \$35,007; Professor \$45,157. The position is available July 1, 1983 and applications will be received until the position is filled. Curriculum vitae, the names of at least three referees, along with an outline of proposed research should be sent to: Dr. D.R. Grant, Head, Department of Chemistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. The appointment is subject to budgetary confirmation.

UNIVERSITY OF WATERLOO. Department of Chemistry. Invited applications for the position Analytical chemist, rank open, leading to a tenured appointment. Evidence of research productivity at a high level of quality is required. A commitment to excellence in teaching and research is expected. Excellent opportunities exist for research and graduate student supervision within the Guelph-Waterloo Centre for Graduate Work in Chemistry. Current salary minima are: \$24,100 assistant, \$31,300 associate, \$41,000 professor. Salary and rank commensurate with the amount and quality of experience. Applicants should send a complete curriculum vitae, a description of research interests and names of three referees to: Dr. D.E. Irish, Department of Chemistry, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date June 30, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral Fellow. Applications are invited for a postdoctoral position commencing Summer 1983 for studies of the reduction chemistry of nitroheterocyclic drugs. Qualifications: Recent Ph.D. graduate in heterocyclic chemistry. Salary according to current NSERC postdoctoral rates (\$16,380/year). Interested applicants should send a detailed curriculum vitae together with the names of two referees to: Professor R.A. McClelland, Department of Chemistry, University of Toronto, Toronto, Ontario, M5S 1A5.

UNIVERSITY OF WINNIPEG. Chemistry Department. Applications are invited for a tenure-track position at the rank of Assistant Professor. Ph.D. ordinarily required. Duties will include teaching courses in Physical Chemistry. One course will be at the introductory (first year) level and the other at the third or fourth year level. Some senior laboratory instruction will also be required. Salary dependent on qualifications and experience. Applications, including a curriculum vitae, a statement of research interests and the names of three referees should be sent to: Dr. F.W. Barth, Search Committee Chairman, Chemistry Department, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Date of appointment: September 1 (postdoctoral fellow). Closing date for applications: May 1, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Department of Chemistry. Post-doctoral fellow. Position available Sept. 83 for Ph.D. in Physical Chemistry or Chemical Physics with experience in molecular spectroscopy to study electronic spectra of small molecules. Salary commensurate with NSERC rates. Preference will be given to applicants eligible to work in Canada. Send c.v. and names of two scientific referees to Professor W.J. Balfour, Department of Chemistry, University of Victoria, Victoria, B.C. V8W 2Y2.

ACADIA UNIVERSITY. Chemistry Department. The Chemistry Department invites applications for a nine month sessional appointment as a sabbatical replacement at the rank of Assistant Professor. Ph.D. ordinarily required. Duties will include

teaching an introductory (first year) course in Inorganic and Physical Chemistry and an upper level course in Physical Chemistry. Some senior laboratory instruction will also be required. Salary dependent on qualifications and experience. Applications including a curriculum vitae and the names of three references should be sent to: Dr. David A. Stiles, Head, Department of Chemistry, Acadia University, Wolfville, N.S. B0P 1X0. Date of appointment: September 1, 1983. Closing date for applications May 1, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF VICTORIA, Department of Chemistry. Sessional Position 1983-84. Applications are invited for an eight month sessional or visiting appointment at the level of Assistant/Associate Professor for the period 1 September 1983 to 30 April 1984. Although some preference will be given to physical or analytical applications, chemists in other areas are invited to apply. Facilities are available for research, in collaboration with Faculty members within the Department. Applicants should submit to the undersigned prior to 15 May, 1983 a curriculum vitae, including a list of publications and the names and addresses of three referees. Further information is available on request. Dr. A. McAuley, Chairman, Department of Chemistry, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF WINNIPEG, Chemistry Department. The Chemistry Department invites applications for a tenure-track position at the rank of Assistant Professor. Ph.D. ordinarily required. Duties will include teaching Inorganic and Physical Chemistry. One course will be at the introductory (first year) level. Some senior laboratory instruction will also be required. Salary dependent on qualifications and experience. Applications, including a curriculum vitae, a statement of research interests and the names of three references should be sent to: Dr. F.W. Barth, Search Committee Chairman, Chemistry Department, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Date of appointment: September 1 (possibly August 1) 1983. Closing date for applications: May 1, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CLASSICS

UNIVERSITY OF ALBERTA, Department of Classics. Applications are invited for a tenure-track position at the Assistant Professor level commencing July 1, 1983. Applicants should be specialists in Greek or Latin Literature, but should be prepared to teach a broad range of courses in either language as well as general world literature courses such as The Greek World, The Roman World, Greek and Roman Mythology, etc. A Ph.D. and successful teaching experience will be required. Salary minimum (1982 scale): \$27,720. Only complete applications, which include a letter of application, a curriculum vitae, transcripts of university records, and the names of three references whom the applicant has asked to write on his or her behalf, will be considered; they should be sent to the Chairman, Department of Classics, The University of Alberta, Edmonton, Alberta, T6G 2E5 before April 30, 1983. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMMUNICATION STUDIES

CONCORDIA UNIVERSITY, Department of Communication Studies. (Subject to budgetary approval) Area: Sound production and media studies courses in communication. Rank: Assistant or Associate Professor, depending on qualifications. Qualifications: Ph.D. or equivalent in the field of communication. Experience in sound production, and a knowledge of visual media. Principal Responsibilities: To teach introductory undergraduate courses in the area of Sound, experience and ability in TV studio production. A knowledge of communication trends and media study and analysis would be a decided asset. Salary:

Current floor: Asst. Prof. — \$23,144; Assoc. Prof. — \$29,393 (revision being negotiated in a collective agreement). Appointment beginning: Academic year 1983-84. Closing date for applications: May 1, 1983. Send letter of interest and curriculum vitae to: Personnel Committee, Dept. of Communication Studies, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec, H4B 1R6.

CONCORDIA UNIVERSITY, Department of Communication Studies. One-year leave replacement — 1983-84. Area: Theoretical and aesthetic courses in communication and media studies. Rank: Assistant or Associate Professor, depending on qualifications. Qualifications: Ph.D. or equivalent in Communication. Ability to teach at graduate and undergraduate levels. Principal Responsibilities: To teach graduate courses in media aesthetics, media research methods, ethics/responsibility; undergraduate courses in film studies. Ability in the area of introductory media production an asset. Salary: Current Floor: Asst. Prof. — \$23,144; Assoc. Prof. — \$29,393 (revision being negotiated in a collective agreement). Appointment begins: Academic year 1983-84. Closing date: May 1, 1983. Send letter of interest and curriculum vitae to: Personnel Committee, Dept. of Communication Studies, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec, H4B 1R6.

COMMUNICATIVE DISORDERS

UNIVERSITY OF WESTERN ONTARIO, The Program in Communicative Disorders. Audiology-Aural Rehabilitation. Assistant or Associate Professor level, tenure-track. Strong background in language development and speech perception. Teach audiology at the undergraduate and graduate level. Supervise clinical practicum. Research expected. Earned Ph.D. in Audiology. Eligible for registration in the membership in C.S.H.A. and CCC-A. Salary competitive dependent upon experience and qualifications. Available immediately. Send vitae and three letters of recommendation to: Dr. Herbert A. Leeper, Jr., Director, The Program in Communicative Disorders, Faculty of Medicine, The University of Western Ontario, Elbow College, London, Ontario, Canada, N6G 1H1. Deadline for applications is April 30, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position is subject to budget approval. "An equal opportunity employer".

COMPUTER SCIENCE

ROYAL ROADS MILITARY COLLEGE, Computer Science. Royal Roads Military College invites applications for a tenure-track position in the general area of Computer Science commencing 1 September, 1983. It is hoped to make the appointment at the level of Assistant Professor but if suitably qualified candidates do not appear, the appointment could be made at the level of Lecturer. Anticipated 1983/84 salary ranges for these two ranks are \$26,264 - \$38,509 and \$17,453 - \$31,382 respectively. Candidates should possess a detailed knowledge of both the hardware and software aspects of computer science such as would be obtained by earning a doctorate in Computer Science or Computer Engineering or possibly in some cases in Physics, Engineering Physics, or Electrical Engineering. At Royal Roads, courses in computer science are offered by the Departments of Engineering, Mathematics, and Physics with this particular appointment being in the Department of Physics and requiring the teaching not only of computer science but also of some physics. Thus some background in physics, engineering physics, etc. would be most desirable. In addition to teaching, the successful candidate will be expected to carry out an active research program in his specialty. Royal Roads Military College, a member institution of the AUCC, is a College of about 270 undergraduates and has excellent computer facilities including a Honeywell DPS 8/52C mainframe with 16 Mbytes memory. Teaching loads and other conditions of employment are comparable to those at

other universities. This competition will remain open until filled and at least until 1 May 1983. Knowledge of English only is required. Interested candidates are requested to submit complete dossiers with names of three references to Dr. E.S. Graham, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0 who can also provide a further information if required. This position is within the Public Service of Canada which is an equal opportunity employer. Toute information relative à ce concours est disponible en français et peut être obtenue en écrivant au Dr. Graham.

LAURENTIAN UNIVERSITY, Department of Mathematics and Computer Science. Approval has recently been obtained for the offering of both the B.A. and B.Sc. three-year degrees in computer science at St. Joseph's University. It is the intention of the University to seek approval for the honours four-year programs as soon as possible. At present there are two faculty positions available — one at the senior level and the other at the junior level. The applicants must have a commitment to teaching at the undergraduate level and to research. The applicants for the senior position will be expected to play a major role in the further development of an "applications software" oriented computer science program. They should normally have a Ph.D. in Computer Science, but applicants with a Masters in Computer Science and a strong teaching record will be considered. The minimum qualification for the junior position is a Masters in Computer Science. Preference will be given to those persons who are bilingual (French and English). Rank and salary for both positions will be commensurate with qualifications and experience. The salaries will be, in any case, comparable to those at other Ontario universities. Applications, including curriculum vitae and names of three referees, should be submitted to: Department of Mathematics and Computer Science, Laurentian University, Sudbury, Ontario, P3E 2C6. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration.

UNIVERSITÉ LAURENTIENNE, Département de mathématiques et d'informatique. Notre établissement a récemment été autorisé à offrir les programmes de trois ans conduisant au B.Sc. et au B.A. en informatique. L'université a l'intention de demander l'autorisation d'offrir les programmes spécialisés de quatre ans dès que possible. A l'heure actuelle, nous avons deux postes de professeurs à remplir, un au niveau supérieur et l'autre à un niveau subalterne. Les candidats doivent être détenteurs de fonds dans l'enseignement du premier cycle et la recherche. Le titulaire du poste supérieur sera appelé à jouer un rôle important dans le développement d'un programme d'informatique axé sur le logiciel. Il devra normalement posséder un doctorat en informatique, mais les candidats qui possèdent une maîtrise en informatique et un solide dossier d'enseignement seront pris en considération. Les candidats au poste subalterne doivent posséder au moins une maîtrise en informatique. La préférence sera accordée aux hommes et aux femmes bilingues (français et anglais). Le rang et le traitement des deux postes seront en fonction des titres et de l'expérience. Dans tous les cas, les traitements seront comparables à ceux payés par d'autres universités de l'Ontario. Les candidatures, accompagnées d'un curriculum vitae et des noms de trois répondants, doivent être transmises au: Professeur J.L. Davison, Directeur, Département de mathématiques et d'informatique, Université Laurentienne, Sudbury (Ontario), P3E 2C6. En conformité avec les exigences de l'immigration canadienne, la préférence sera accordée aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF REGINA, Department of Computer Science. Title of Position: Assistant or Associate Professor. Qualifications Required: Applications are invited for faculty positions in the Computer Science Department at the University of Regina. This expanding Department is seeking individuals with expertise in databases, operating systems, and artificial intelligence. Computer systems and languages with other active interests will also be considered. Eligibility: In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The Department has twelve full-time faculty members, four laboratory instructors, two technicians and approximately 2,000

students/semester enrolled in its classes. Modelling, interactive graphics, software engineering, document retrieval, database management systems, artificial intelligence, theory of computing, mathematical software, business systems, performance measurement, programming languages, computer assisted instruction and software. The Department has four computing laboratories containing a variety of mini computers and micro computers for instructional and research activities, and the University has a Honeywell Sigma 9 and VAX-11/770 on campus as well as telecommunications access to a 370/158, a 370/168 and a 3032. Salary Offered: Salary negotiable according to qualifications and experience. Salary range (Jan./83) \$25,800 to \$47,855. Subject to budget approval. Person to Whom Applications Should be Addressed: Dr. R.B. Maguire, Head, Department of Computer Science, University of Regina, Regina, Saskatchewan, S4S 0A2. Effective Date of Appointment: July 1, 1983. Closing Date for Receipt of Applications: May 31, 1983.

WILFRID LAURIER UNIVERSITY, Computer Science. Rank commensurate with qualifications. Ph.D. in Computer Science, Digital Electronics, Data Communications, or related area. To teach courses in Hardware or Software and to perform research in the area of computer science. Application with curriculum vitae and names of three referees to be sent to: Dr. John Lit, Dept. of Physics and Computing, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5. Appointment to be effective from July 1, 1983, subject to budgetary and immigration requirements. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO, Department of Computer Science. The University of Waterloo, Department of Computer Science invites applications for a faculty position in the area of Information Systems. The candidate is expected to hold a Ph.D. degree in Computer Science, Information Systems, Management Systems, or related fields, or equivalent experience. An M.B.A. degree would be desirable though not necessary. Salary and rank according to experience. The successful candidate will be expected to participate in the teaching and research activities of the Department, and to provide leadership in the development of the curriculum in Information Systems and related areas. The Computer Science Department is located in the Faculty of Mathematics which has large programmes for students specializing in Computer Science, Mathematics, Accounting, and Business Administration. There are excellent opportunities for interaction with professors of Computer Science, Statistics, and Operations Research in the Faculty of Mathematics, Management Science in the Faculty of Engineering, and Accounting in the Department of Economics. For further information, contact Professor J.A. Brozowski, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO, Department of Computer Science. The University of Waterloo invites applications for faculty positions at the Assistant, Associate, or Full Professor level. A Ph.D. in Computer Science is required, with evidence of outstanding research accomplishments. All areas will be considered. Salary according to experience. This position is subject to availability of funds. Applications should include a curriculum vitae and the names of three references and should be directed to Professor J.A. Brozowski, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF ALBERTA, Department of Computing Science. Applications are invited for five tenure-track positions at the Assistant, Associate or Full Professor levels. The Department is currently involved in an expansion program to meet increased student enrolment. Candidates must have a Ph.D. in Computer Science or related field or demonstrated equivalent achievement in education and research. Responsibilities include teaching at the Graduate and Undergraduate levels and research. Can-

senior undergraduate level. The appointment will be for the period September 1st, 1983 to April 30th, 1984 and will carry with it a salary of not less than \$17,000 for the eight month period. Applicants should have appropriate academic qualifications and successful teaching experience at a university level. A letter of application, together with a curriculum vitae and the names of two referees, should be sent to: Dr. P.J. Miller, Chairman, Department of Educational Foundations, Faculty of Education, University of Alberta, Edmonton, Alberta, T6G 2G5. Closing date for applications is May 15, 1983. The University of Alberta is an equal opportunity employer but in accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. Continuing Education. The Department of English invites applications for an instructor in Continuing Education to teach one first-year course in Yarmouth, N.S. A Ph.D. degree is preferred. Appointment is for the Spring Session, May 16-June 24. Salary will be \$3,700. Closing date for applications is May 1, 1983. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and landed immigrants. Applications and names of at least three referees should be sent to: Dr. Graham C. Adams, Head, Department of English, Acadia University, Wolfville, Nova Scotia, BOP 1X0.

ENGINEERING

UNIVERSITY OF OTTAWA. Department of Civil Engineering. The Department of Civil Engineering invites applications from suitably qualified Canadian citizens and permanent residents of Canada who wish to be sponsored for NSERC University Research Fellowships in areas that will complement the Department's existing research specializations. Areas in which applications would be particularly appropriate include concrete structures, bridge design, wind loading, pile testing, slope stability, rock mechanics, fluids mechanics, stochastic hydrology, stormwater management, water and wastewater treatment, water supply and drainage. Applications in other areas of civil engineering will, however, be considered. NSERC University Research Fellowships are awarded for up to five years, carry a salary at the Assistant Professor level, include financial support for research, and involve a limited teaching component. Applicants should send a curriculum vitae, representative reprints and the names of three referees to: Dr. E.J. Schiller, Chairman, Department of Civil Engineering, University of Ottawa, Ottawa, K1N 9B4, as soon as possible, but not later than September 15th, 1983.

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. Applications are invited for the position of Assistant or Associate Professor of Electrical Engineering. Candidates are expected to have an earned doctorate with a commitment to excellence in teaching and research. Duties will include teaching, research and graduate student supervision. There is particular interest in an appointment in the areas of computer-aided design of circuits and systems, semiconductor devices and computer architecture. The salary offered will be commensurate with qualifications and experience. Applications should be sent to the Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Date of appointment is expected to be 1 September 1983. Closing date for the receipt of applications is 31 July 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Mechanical Engineering. 1. Computer-aided Design and Manufacturing (CAD/CAM); 2. Materials Engineering, to complement an existing specialization in casting, welding, metal-working, fatigue and fracture. Salary and rank for these positions will be commensurate with experience and qualifications. A detailed curriculum vitae, with a statement of teaching experience and research interests, and the names of three referees should be sent to: Professor H.W. Kerr, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of

Canada.

UNIVERSITY OF MANITOBA. Department of Geological Engineering. Applications are invited for an appointment at the Assistant or Associate Professor level. Responsibilities will include the development and teaching of a mine and mineral engineering course, and other undergraduate and graduate courses in geological engineering. An interest in fossil fuel development and production would be an asset. A doctorate degree or equivalent is required. Consideration will be given to experience in industry and/or teaching. The appointment will be for one year with renewal contingent on the availability of funds. The appointment date would normally be July 1, 1983. The University encourages both women and men to apply for positions. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and names of at least three referees, should be addressed to: Prof. Baracos, Head, Department of Geological Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF OTTAWA. Faculty of Science and Engineering. Engineering Management Program. Applications are invited for appointment in a recently introduced Engineering Management Program. This will be a tenure-track position at the Assistant Professorial level. The appointment will be subject to budget approval. Duties will include teaching, research, and active involvement in the further development of the Program. Candidates should hold a doctoral degree, preferably in industrial engineering, or in a closely related field. Industrial experience will be considered as a significant advantage. Applications including curriculum vitae and names of three referees should be addressed to: Dr. A.S. Krausz, Engineering Management Program, University of Ottawa, Ottawa, Ont., K1N 6N5. Bilingual candidates are preferred. Only Canadian citizens and Landed Immigrants need apply.

UNIVERSITY OF ALBERTA. Electrical Engineering. Faculty positions in Computer Engineering and Electrical Engineering. Applications are invited for a faculty appointment in the Computer Engineering and Electrical Engineering programs at Assistant, Associate or Full Professor level. Current salary floors: Assistant: \$27,720; Associate: \$35,420; Full: \$46,010. These programs are administered by the Department of Electrical Engineering. Applicants should have a Ph.D. (or pending) in Electrical Engineering, Computer Science or equivalent and be strongly committed to teaching and curriculum development as well as research in one or more of the following areas: computer systems design, computer systems organization, software engineering, and microelectronics applications. Research funding and operational support are available. Applications will be accepted until April 30, 1983. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send résumé and names of at least three referees to: Dr. C.R. James, Professor & Chairman, Department of Electrical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Mechanical Engineering. The Department of Mechanical Engineering at the Technical University of Nova Scotia invites applications for a tenure-track position in the general area of design, to be filled July 1, 1983. The Technical University will be offering an expanded program which will include CAD/CAM in the Mechanical Engineering Department. The successful applicant will be expected to take an active teaching and research interest in computer aided design and to teach courses in machine design and strength of materials. A doctorate or equivalent in mechanical engineering is required. Industrial experience will be an asset. A detailed curriculum vitae and names of three referees should be sent to: Dr. C.R. Hazell, Professor and Head, Department of Mechanical Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, N.S., Canada, B3J 2X4.

UNIVERSITY OF GUELPH. School of Engineering. Two Assistant Professor positions are available in the School of Engineering in the areas of Agricultural and Geological Engineering. The School supports programs leading to B.Sc. (Eng), B.Sc. (Agr), M.Sc. and Ph.D. degrees

and the Diploma in Agriculture. An interest in research compatible with the School's activities and in participation with other faculty in the academic and administrative affairs of the School is desired. Research is concentrated in Engineering aspects of Animal and Crop Production Systems, Food Engineering and Waste Treatment. Candidates should have a Ph.D. degree (or be near completion) with teaching and research experience. Industrial experience is desirable. It is hoped that these positions will be filled as soon as possible after April of 1983, but the positions will remain open until filled and subject to budgetary approval. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants should include a detailed curriculum vitae, names and addresses of three professional references and be mailed to: Dr. J.C. Jorjiet, P. Eng, Professor and Acting Director, School of Engineering, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF ALBERTA. Department of Electrical Engineering. The Department of Electrical Engineering of the University of Alberta will, because of expansion and introduction of a co-operative program, have three faculty positions available at the Assistant/associate professor levels. These will be in the following areas: Microprocessors, Fiber Optics, Electronic Devices. Suitable candidates will have a combination of academic and practical experience. While a Ph.D. is preferred, considerable emphasis will be placed on current and past experience. Inquiries may be made of: Dr. C.R. James, Professor and Chairman, Department of Electrical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7. Applications will be accepted until April 30, 1983. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of Chemical Engineering. Applications are invited for a tenure-track academic position. Expertise in the area of microprocessor applications in process control, identification, modelling and simulation and a record of collaboration with industry in the successful application of microprocessors in process control systems are required. The position will involve undergraduate teaching in core chemical engineering subjects; graduate teaching and the presentation of short courses to industry. The successful candidate will be expected to provide leadership for the computerization of undergraduate laboratories and to effectively interact with the Faculty's recently created Division of Computer Engineering. Candidates must have a doctorate degree, a distinguished academic record, exceptional potential for creative research and a commitment to both undergraduate and graduate instruction and to interaction with the industrial community. The salary and rank will be at Assistant, Associate, or Full Professor level, commensurate with qualifications and experience. 1982-83 salary ranges: Assistant — \$27,720 — \$39,820; Associate — \$35,420 — \$51,558; Full — \$46,010 up. Clear documentation of professional background and potential in scholarly research, as well as teaching experience and effectiveness must be provided. This information plus the names of three references should be submitted to: Professor F.D. Otto, Chairman, Department of Chemical Engineering, University of Alberta, Edmonton, Alberta, T6G 2G6. The University is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Complete application must be received by April 30, 1983.

ENGLISH

CONCORDIA UNIVERSITY. Teaching English as a Second Language. 1. Assistant Professor, annual salary \$23,144 (leave replacement, Aug. 1, 1983 - May 31, 1984), non-renewable. 2. Ph.D. in English, field-essential. 3. Experience in teaching ESL. 4. Fields of expertise: Language Acquisition, Teaching of Reading/Writing, ESL Methodology, ESL Materials Development (any three of the above). 5. Fluent French spoken. 6. Send letter of application, c.v., and names of three references to: Prof. M.

Petrie, Director, TESL Centre, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.Q., H3G 1M8. Deadline: April 30, 1983 or when position is filled.

UNIVERSITY OF SASKATCHEWAN. Department of English. The Department of English, University of Saskatchewan, invites applications for a ten-month (leave-replacement) appointment, at the rank of Lecturer, from 1 September, 1983 to 30 June, 1984. Candidates should have a special interest in Canadian literature. Duties will be to teach three undergraduate classes. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary confirmation. Apply to: Dr. Claud A. Thompson, Chairman, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

MCGILL UNIVERSITY. Department of English. A sessional appointment for 1983/84 at the level of Assistant Professor to teach a team course in literary criticism. Some experience in literature and media studies is desirable. Salary to be determined. This position is subject to final budgetary approval. According to Canadian Immigration regulations, this advertisement is directed to Canadians or to landed immigrants to Canada. Closing date for applications: 30 April, 1983. Only complete applications, including a curriculum vitae, transcripts of all university records, and names of three referees can be considered. Send applications to: Professor Michael Bristol, Acting Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec, H3A 2T6.

MCGILL UNIVERSITY. Department of English. A sessional appointment for 1983/84 at the level of Assistant Professor to teach in each of the following areas: theatre history, design, dramatic literature or nineteenth-century literature and critical theory/aesthetics. Salary to be determined. This position is subject to final budgetary approval. According to Canadian Immigration regulations, this advertisement is directed to Canadians or to landed immigrants to Canada. Closing date for applications: 30 April, 1983. Only complete applications, including a curriculum vitae, transcripts of all university records, and names of three referees can be considered. Send applications to: Professor Michael Bristol, Acting Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec, H3A 2T6.

UNIVERSITY OF NEW BRUNSWICK. Department of English. Assistant Professor: one probationary tenure-track position, subject to budgetary approval. Ph.D., in Commonwealth literature with teaching and research experience preferred. Commonwealth Literature. A secondary interest in Creative Writing would be an asset. Salary to be determined. Professor R.H. Cockburn, Department of English, The University of New Brunswick, Bag Service No. 45555, Fredericton, N.B., E3B 6E5. Appointment will be made as soon after closing date as funds are made available. Closing date for applications: 1 May, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. Department of English. Sessional lecturer at rank of Assistant Professor for one-year terminal appointment, subject to budgetary approval. Ph.D., with teaching and research experience preferred. Undergraduate writing and literature courses. Salary to be determined. Professor R.H. Cockburn, Department of English, The University of New Brunswick, Bag Service No. 45555, Fredericton, N.B., E3B 6E5. Appointment will be made as soon after closing date as funds are made available. Closing date for applications: 1 May, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY. Department of English. One-year limited term appointment. Ph.D. or equivalent is required, a history of publications is an asset, to teach freshman composition and literature and creative writing and/or Canadian Literature. Salary: Commensurate with qualifications. Application with curriculum vitae and names of three referees should be sent to: Dr. Hugh MacLachlan, Chairman, Department of English, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Appointment to be effective from July 1, 1983, subject to budgetary approval. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian

citizens and permanent residents.

ACADIA UNIVERSITY. Department of English. Applications are invited for a nine-month seasonal appointment to teach either three sections of first year courses or two first year and one upper level course. A Ph.D. degree is preferred. Salary is commensurate with qualifications and experience. Appointment is for one year with duties beginning in September 1983. Closing date for applications is May 1, 1983. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Applications and c.v. and names of at least three referees should be sent to: Dr. Graham C. Adams, Head, Department of English, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

MOUNT SAINT VINCENT UNIVERSITY. English Department, invites applications for a position at the rank of Assistant Professor. Candidates must have a primary interest in the theory and practice of writing. Ability to teach literature courses is also essential. Preference will be given to candidates with a completed Ph.D. and teaching experience. Salary will be commensurate with qualifications. Position to commence June 1, 1983. Send curriculum vitae and names of three references to: Dean of Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. Position subject to budgetary approval. Immigration regulations require that only Canadian or permanent residents need apply for this position.

WILFRID LAURIER UNIVERSITY. Department of English. Applications are invited for a contract to commence July 1, 1983. Ph.D. or equivalent is required. The position will involve the teaching of the history of drama, Shakespeare, and nineteenth- and twentieth-century drama, including expressionistic drama and the theatre of the Absurd. Applicants should also be interested in student productions. A history of publication is an asset. Rank and salary to be negotiated. Closing date for applications is May 1, 1983. Position subject to budgetary approval. Applications, curriculum vitae and names of three references should be mailed to: Dr. Hugh MacLachlan, Chairman, Department of English, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ENVIRONMENTAL BIOLOGY

UNIVERSITY OF GUELPH. Department of Environmental Biology. A position is available in the Department of Environmental Biology, University of Guelph, for a faculty member for teaching and research in applied microbiology. The position is at the Assistant Professor level as a probationary appointment. The successful applicant will have a strong background in applied microbiology/biotechnology with special interests in problem-solving in the area of industrial fermentation microbiology. Excellent opportunities for developmental research exist through the funding relationship with the Ontario Ministry of Agriculture and Food, close ties with microbial geneticists and other scientists in such other University departments as Microbiology and Food Science and the School of Engineering, and excellent working contacts already developed with industry. Although the position involves a heavy commitment to research, the successful applicant will be expected to contribute to the teaching programs of the department and strengthen our offerings in modern applications of microbiology in biotechnology. Qualifications: Ph.D. in microbiology with a knowledge of modern techniques and applications of biotechnology. A strong interest in applied research and excellent potential as a teacher. The appointment is contingent on the availability of funds, is available immediately. Applications should include a complete résumé, academic transcripts and the names of three references and should be sent to: J.B. Robinson, Department of Environmental Biology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date: April 30, 1983.

FILM STUDIES

YORK UNIVERSITY. Faculty of Fine Arts. 1) Visiting Associate Professor to teach film theory and history to undergraduate and graduate students, with a specialty in Canadian film history. Contractually limited appointment, Fall 1983. Salary negotiable. (File T-1). 2) Visiting Assistant Professor to teach film theory and history. Contractually limited appointment, Fall 1983. Salary \$23,240. (File T-2). Requirements for (1) and (2) above: Ph.D. degree, teaching experience at university level, scholarly publishing in relevant fields, practical experience in screenwriting or film/video production. 3) Assistant Professor to teach film and video production to undergraduate and graduate students and contribute to the program in film history, theory, or screenwriting. Probationary/Tenure appointment, Fall 1983. Salary \$23,240 (File P-1). 4) Visiting Lecturer/Assistant Professor to teach photography and lighting, and Super-8 production to first year students. Seasonal appointment, September 1983 to April 1984. Rank and salary commensurate with qualifications (File P-2). Requirements for (3) and (4) above: M.F.A. or M.A. degree in film or video production, or equivalent, professional expertise in (at least two of) camerawork, lighting, sound, editing, plus screen credits as producer of independent films, experience in teaching film production at university level, keen interest in areas of film history, theory and screenwriting. Apply (Indicating File number) with curriculum vitae and names of three referees to: Chairman, Department of Film Studies, York University, 4700 Keele Street, Downsview (Toronto), Ontario, M3J 1P3. Application deadline: May 1, 1983. Positions advertised are subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

QUEEN'S UNIVERSITY. Department of Film Studies. The Department of Film Studies seeks an individual capable of teaching filmmaking and criticism courses and who will have primary responsibility for the filmmaking program. The appointment is for a three year initial period and is renewable for a second three year period prior to a tenure decision. Applicants should send a curriculum vitae and a letter describing their interest to: Bill Nichols, Department of Film Studies, Queen's University, Kingston, Ontario, K7L 3N6. Letters of reference from three individuals should also be sent. Samples of work will be requested later. Deadline is April 30, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINANCE/MANAGEMENT SCIENCE

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1983. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate finance courses. The rank of the position is open and the salary is competitive. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1983. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate courses in one or more of the following areas: (1) quantitative/management science, (2) information systems, and (3) computer science. The rank of the position is open and salary is competitive. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. (902) 429-9780.

FOOD SCIENCE

MCGILL UNIVERSITY. School of Food Science. Applications are invited for a tenure-track position in clinical dietetics at the Assistant Professor level beginning September 1, 1983. Applicants should have completed a dietetic internship and hold, or be completing, a Ph.D. in nutrition or clinical dietetics. Responsibilities will include teaching nutrition and/or diet therapy in the dietetics program at McGill, the establishment of a research program and the supervision of candidates for graduate degrees in nutrition/dietetics. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including a c.v., date of availability and the names of three references should be sent to: Dr. Shirley M. Weber, Director, School of Food Science, Macdonald Campus of McGill University, 2111 Lakeshore Road, Ste-Anne-de-Bellevue, Québec, H9X 1C0.

MCGILL UNIVERSITY. School of Food Science. McGill University invites applications for the position of assistant professor in the School of Food Science. This is a tenure-track position. The successful candidate will be expected to teach undergraduate courses in the food science major, to establish a research program and to supervise candidates for graduate degrees. He/she will also be expected to be interested in contract work that would promote the use of the Food Pilot Plant. Applicants must hold the Ph.D. degree or be near to the completion of their doctoral program. The position is now open. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including a c.v., date of availability and the names of three references should be sent to: Dr. S.M. Weber, Director, School of Food Science, Macdonald Campus of McGill University, 2111 Lakeshore Road, Ste-Anne-de-Bellevue, Québec, H9X 1C0.

FOREST SCIENCE

UNIVERSITY OF BRITISH COLUMBIA. Department of Forest Science. Applications are invited for a tenure-track assistant professor, fire science position beginning September 1, 1983. Applicants should have at least one degree in forestry with graduate studies in fire science involving control, and use and effects of fire. The successful candidate will teach introductory, advanced, and graduate courses and will participate in research in fire science. The closing date for applications is June 15, 1983 or until the position is filled. Written applications for the position, accompanied by a résumé of qualifications and experience and three references, should be sent to: Dr. Q. Szilak, Professor and Acting Head, Forest Science Department, Faculty of Forestry, 270-2357 Main Mall, U.B.C., Vancouver, B.C., V6T 1W5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

FRENCH

McMASTER UNIVERSITY. Department of Romance Languages. Applications are invited for a two-year contractually limited appointment as an Assistant Professor of French, beginning July 1, 1983. A Ph.D. in Medieval French literature is required. Experience in language teaching and/or translation is desirable. Duties include teaching Medieval literature at the graduate and undergraduate level and some language teaching. The salary floor (1982-83) for the rank of assistant professor is \$23,540.00 per annum. Applications including curriculum vitae, transcripts, and the names and addresses of three referees should be sent by May 1, 1983 to: Dr. G.A. Warner, Chairman, Department of Romance Languages, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MCGILL UNIVERSITY. Département de

Langue et Littérature Françaises. Prof. Adjoint (poste conduisant à la permanence) en Traduction (anglais et français) de la traduction. Traduction, générale, traduction littéraire, terminologie. Linguistique générale, sociolinguistique. Le candidat doit être titulaire d'un doctorat (de préférence en linguistique) et doit avoir de l'expérience dans le domaine de la traduction et de l'enseignement de même que quelques publications à son actif. Nomination à compter du 1er septembre 1983. Envoyer curriculum vitae et le nom de trois répondants au Directeur, Département de Langue et Littérature Françaises, McGill University, 3460, rue McTavish, Montréal, Québec, H3A 1X9. Poste réservé aux citoyens canadiens et aux immigrants recus.

UNIVERSITY OF WINNIPEG. Department of French. Applications are being sought for one tenure-track position at the Assistant Professor level and one or two seasonal positions at the Lecturer level, for appointments beginning in September, 1983, to teach courses in French language at the elementary and intermediate level. Salary range: Lecturer, \$25,675 - \$33,057; Asst. Prof., \$33,057 - \$42,948 according to the terms of the collective agreement (currently under review). Qualifications: Asst. Prof.: Ph.D., Lecturer: M.A. or Ph.D. with specialization in language acquisition or applied linguistics, or alternatively, specialization in French literature with three years of language teaching experience in a university degree programme. Applications, including a curriculum vitae and the names of three referees, should be addressed to: Dr. B. Bender-Samuel, Chairman, French Department, University of Winnipeg, 515 Portage Avenue, Winnipeg, Man. R3B 2E9. Deadline: May 1, 1983. These appointments will be made only if funding becomes available. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA. Department of French. The Department of French wishes to announce the following anticipated openings: 1. Position: Assistant Professor (tenure-track). This position is subject to final budgetary approval. (Two further positions may also be authorized shortly. See 6, below.) 2. Qualifications: Ph.D. in French, preferably with specialization in language (Training in linguistics highly desirable). Demonstrated teaching and research ability. Bilingual with native fluency in French. 3. Principal Duties: Courses in Advanced Translation (English to French) and in related areas. Teaching in undergraduate language programme at all levels. 4. Salary Range: \$25,000-\$29,000. 5. Applications: Please send applications, including a full curriculum vitae and the names of three referees, to: Dr. David J. Niederhauser, Acting Head, Department of French, 1873 East Mall, University of British Columbia, Vancouver, B.C., V6T 1W5. 6. Date of Appointment: July 1, 1983. 7. Closing date: When filled. 8. Anticipated authorizations: In addition to the above post, applications are also solicited for the two further possible openings described below. These posts would begin July 1, 1983. They are directed to holders of Ph.D.'s in French with specialization in either A) French-Canadian Studies (literature and culture) or B) Literary Theory and Modern Criticism. Candidates for these posts should be bilingual (French-English) with native or near-native fluency in French. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. However, Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.

GENETIC ENGINEERING

UNIVERSITY OF GUELPH. Animal and Poultry Science. The University of Guelph, Department of Animal and Poultry Science, Ontario Agricultural College, is seeking applicants with a Ph.D. degree for a tenure-track Assistant or Associate professor position in Genetic Engineering. The successful applicant will be expected to develop a strong research endeavour directed towards practical results. Competence regarding regulation of gene expression and experience in the use of recombinant DNA techniques and/or embryo manipulation are desirable. In addition to

establishing a vigorous new laboratory the incumbent will also be expected to participate in the ongoing undergraduate and graduate teaching program of the department. This is an opportunity to join a progressive department committed to excellence in research and teaching concerning animal and poultry production. Applicants should mail curriculum vitae, a statement of current and future research goals, and a list of four referees by May 15, 1983 to Dr. R.R. Hacker, Chairman, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position subject to final budgetary approval.

GEOGRAPHY

McMASTER UNIVERSITY. Department of Geography. Applications are invited for a contractually limited two-year appointment. Ph.D. must be complete or near completion. Specialization is required in regional economic development together with theoretical and/or modelling skills in computer cartography at the undergraduate level would be an asset. Salary according to scale. Apply with full curriculum vitae and names of three referees to Dr. M.J. Webber, Department of Geography, McMaster University, Hamilton, Ontario, Canada, L8S 4K1 as soon as possible and in any event before May 1, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Department of Geography. Applications are invited for 1) Assistant Professor and 2) Lecturer with term, 1983-84. 1) Microclimatologist with experience in instrumentation and field work in Northern environment; required to teach courses in his own field and introductory physical geography. Ph.D., good teaching and research record and strong quantitative background essential. 2) Geomorphologist/hydrologist with training in field methods; required to teach courses in his own field and introductory physical geography. Ph.D. or ABD, good teaching and competence in research essential. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Appointments are subject to budgetary confirmation. Applicants, complete with curriculum vitae and names of three referees should be sent to: Dr. R. Keith Semple, Head, Department of Geography, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Phone (306) 343-4302.

UNIVERSITY OF SASKATCHEWAN. Department of Geography. Applications are invited for Assistant Professor, tenure track from July 1983 (subject to budgetary confirmation). Stochastic Hydrologist and/or Urban Geographer with Planning Degree, required to teach courses in his own field and introductory geography. Ph.D. and good teaching and research record essential. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications, complete with curriculum vitae and names of three referees should be sent to: Dr. R. Keith Semple, Head, Department of Geography, University of Saskatchewan, Saskatoon, Sask., S7N 0W0. Phone (306) 343-4302.

UNIVERSITY OF MANITOBA. Department of Geography. Physical geographers are invited to apply for a seasonal position available in 1983-84, budget permitting. The position is a replacement for persons on leave. The effective date of appointment is September 1, 1983 and the duration of the appointment is 10 months. The appointments will be at either the Assistant Professor or Lecturer rank. For the Assistant Professor rank, a Ph.D. degree or its equivalent in publications, is required. For the Lecturer rank candidates must be at an advanced stage in their doctoral programs. Teaching experience is preferred. The appointee will instruct in introductory physical geography and in advanced courses in climatology. The teaching load will amount to the equivalent of three full courses, or nine contact hours per week. Please submit a letter of application, with a curriculum vitae and the names of three referees to Dr. A.J.W. Catchpole, Professor and Head, Department of Geography, The University of Manitoba, Winnipeg,

Manitoba, R3T 2N2. Closing date is April 30, 1983. The University encourages applications from women and men, and especially from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of applications.

WILFRID LAURIER UNIVERSITY. Department of Geography. Assistant Professor for a One-Year Limited-Term Appointment beginning July 1983. Teaching duties commence September 1, 1983. Ph.D. preferred but successful candidate must also demonstrate teaching and research competence during the interview. To teach graduate and undergraduate courses in Urban or Economic Geography and Quantitative Methods. Salary commensurate with experience and academic record. This position is subject to budgetary approval. Applications, curriculum vitae and names and addresses of three referees should be sent to: Dr. H.G. Sanderson, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Department of Geography. Two positions commencing July 1, 1983. 1. Tenure stream Assistant Professor in climatology. Position is subject to University funding approval. Ph.D. required preferably with research interest in micro-climatology. 2. Urban or economic geographer, one year seasonal appointment to replace permanent faculty member on leave. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Apply: John P. Radford, Chairman, Department of Geography, York University, 4700 Keele Street, Downsview, Ontario, Canada. M3J 1P3.

GEOLOGY

CONCORDIA UNIVERSITY. Department of Geology. The Department of Geology at Concordia University invites applications for a full-time faculty appointment as a sabbatical replacement beginning September 1, 1983. The successful candidate will be required to teach undergraduate courses preferably in Stratigraphy, Sedimentary Petrology and Paleontology. Facilities for research are available. Canadian citizens and permanent residents will be given preference. Salary will depend on the duration of the appointment which could range from 9 to 11 months and will be at the rate of \$25,000 per annum. Ph.D. preferred. Please send applications and résumé including names and addresses of three referees to the Chairman, Department of Geology, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6.

UNIVERSITY OF REGINA. Department of Geology. Assistant Professor. Applications are invited for a 12-month sabbatical replacement Ph.D. in teaching geology, igneous petrology and mineralogy. Depending upon qualifications and budget allocations term will commence July 1, 1983 at a salary range to 25,790 — 37,409 per annum. Preference will be given to candidates eligible for employment in Canada at time of application. Curriculum vitae, telephone number, and names of three referees should be sent to: Dr. D.M. Kent, Head, Department of Geology, University of Regina, Regina, Saskatchewan, S4S 0A2. Deadline for receipt of applications is May 1, 1983.

UNIVERSITY OF BRITISH COLUMBIA. Department of Geological Sciences. Summer Session Instructor required to teach "Introduction to Mineralogy and Petrology". This second year course covers crystal chemistry applied to mineralogy, crystallography, physical and chemical properties of minerals; identification of common minerals; petrology of igneous and metamorphic rocks. Four hours per day are scheduled for combined lecture and lab. The 1983 Summer Session lasts 30 days from Monday, July 4 through Saturday, August 13. Instructors at lecturer or assistant professor level will receive \$3,800 for two periods, associate or tenured professor will receive \$4,200. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. An appointment might not be made if the course has insufficient enrollment. Please send vitae and names of three referees by May 15 to Dr. H.J. Greenwood, Department of Geological Sciences, University of British Columbia,

6339 Stores Road, Vancouver, B.C., V6T 2B4.

UNIVERSITY OF WESTERN ONTARIO. Department of Geology. The Department of Geology, The University of Western Ontario, London, Canada, invites applications and nominations for a possibly tenured faculty position in the field of mineral deposits. The candidate will be encouraged to do independent research into the genesis of ore deposits and to broaden the scope of this work through collaboration with colleagues in academe and industry. Teaching duties include undergraduate and graduate courses in the geology and mineralogy of ore deposits and graduate student supervision. The appointment is subject to the availability of funds. The Department has a vigorous and balanced faculty of 15 supported by technical staff and a modern campus. It is within a one day drive of the Noranda, Sudbury, Timmins, and Elliot Lake mining districts and is a two hour drive from Toronto. The Department offers a full undergraduate and graduate program. A Ph.D. and at least 3 to 5 years direct involvement in field studies of ore deposits are required. Ideally the position is to be filled by July 1, 1983 but date of appointment is negotiable. Rank and salary are dependent on qualifications. Vitae and name of three referees should be forwarded by May 1, 1983 to W.S. Fyfe, Chairman, Department of Geology, The University of Western Ontario, London, Ontario, N6A 5B7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. "An equity employer."

BROCK UNIVERSITY. Department of Geological Sciences. The Department of Geological Sciences at Brock University invites applications from suitable qualified candidates for tenured or faculty position with specialty in stratigraphy and paleontology. The appointment will be made at the assistant professor level; salary negotiable. Duties will include graduate and undergraduate teaching and supervision. Candidates must hold a Ph.D. degree, and have strong interests in teaching and research. Preference will be given to individuals with backgrounds in macropaleontology, in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Send vitae and the names of three referees, before April 30, 1983, to: Dr. Wayne T. Jolly, Chairman, Department of Geological Sciences, Brock University, St. Catharines, Ontario, L2S 3A1.

UNIVERSITY OF WINNIPEG. Department of Geology. Sabbatical Replacement Position (Mineralogy and Igneous/Metamorphic Petrology). Applications are invited for a one-year, sabbatical replacement position at the rank of Lecturer or Assistant Professor. Preference will be given to candidates with a Ph.D. or equivalent degree, although candidates with an M.Sc. will also be considered. The position will involve teaching Second Year (semester) courses in Introductory Mineralogy and Introductory Petrology, and Third Year (semester) courses in Mineralogy and Petrology. Salary will be commensurate with experience and qualifications. Interested persons are requested to send applications (with curriculum vitae and names of three referees) to: Dr. Frank Simpson, Chairman, Department of Geology, University of Windsor, Windsor, Ontario, N9B 3P4. The appointment will be effective from July 1, 1983. The closing date for receipt of applications is April 30, 1983. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and landed immigrants.

UNIVERSITY OF SASKATCHEWAN. Department of Geological Sciences. The Department of Geological Sciences invites applications for a 10-month term position at the rank of assistant professor, beginning 1 September 1983 (subject to budgetary confirmation). Applicants should hold, or expect soon to receive, Ph.D. degree. Duties will include instruction in paleontology (mainly invertebrate), stratigraphy, and historical geology. Letter of application with full curriculum vitae, including the names of three referees, to: Dr. W.G.E. Caldwell, Head, Department of Geological Sciences, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. Department of Geology. Applications are invited for a three-year contractually limited term at the

Assistant Professor level, beginning July 1, 1983. A Ph.D. degree is preferred. The position includes teaching physical and historical geology plus at least two of the following fields: Pleistocene geology, hydrology, air photo interpretation, geomorphology, coal geology, introductory geophysics and marine geology. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Applications, along with curriculum vitae and the names of at least three referees, should be sent to: Dr. Robert P. Raeside, Chairman of Search Committee, Department of Geology, Acadia University, Wolfville, Nova Scotia, Canada, B0P 1X0.

GERMAN

UNIVERSITY OF TORONTO. Department of Germanic Languages and Literatures. German. The Department of Germanic Languages and Literatures invites applications for a possibly tenured faculty position of Assistant Professor, contractually limited, for 1983/84. The position is contingent upon the availability of adequate funding. Applicants should send a curriculum vitae to Professor Hans Eichner, Chairman, Dept. of Germanic Languages and Literatures, 97 St. George Street, University of Toronto, Toronto, Ontario, M5S 1A1, and ask three referees to write to the Chairman on their behalf. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY. Department of German. Study leave replacement of Visiting Assistant Professor (seasonal, seven months). Ph.D., native or near native ability in German, teaching experience. Language courses; undergraduate literature course (eighteenth or twentieth century), \$18,000. Curriculum vitae, names and addresses of three referees, to be sent to Peter M. Daly, Chairman, Department of German, McGill University, 1001 Sherbrooke Street W., Montreal, P.Q., H3A 1G5. Effective September 1, 1983. Closing when position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HEALTH ADMINISTRATION

UNIVERSITY OF TORONTO. Department of Health Administration. Community Health. Faculty of Medicine. Applications are being invited for a contractually limited appointment (minimum 3 years) commencing as soon as possible after April 1, 1983. Rank is assistant or associate professor depending upon experience. A Ph.D. in organizational behaviour or management is required as well as knowledge of community and mental health. Previous experience in designing and teaching continuing education programs for health care managers will be considered an asset. Applications will be accepted until the position is filled. Send vitae, three letters of reference, and evidence of teaching ability to Dr. Peggy Leaf, Associate Professor, Department of Health Administration, Community Health, McMurich Building, Second Floor, University of Toronto, Toronto, Ontario, M5S 1A8.

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty position in Health Administration starting July 1, 1983. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have strong commitment to teaching and an interest in conducting research. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to Gilles Faquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 9S5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITE D'OTTAWA. Faculté d'Administration. Poste à plein temps en Administration des services de la santé disponible le 1er juillet 1983. Les candidats désirant obtenir la permanence devant

posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. Enseignement au niveau du 2e cycle et au niveau du 1er cycle et recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 115, rue Wilbrod, Ottawa (Ontario) K1N 9B5, N.B. Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi rémunéré seront envisagées en priorité.

HEALTH SCIENCES

McMASTER UNIVERSITY. Faculty of Health Sciences. Applications are invited for positions of Assistant Professor to begin in July 1983. We seek individuals with research interest in molecular biology, particularly in the areas of control of gene expression, genetic manipulation of prokaryotic or eukaryotic systems, and isolation and genetic regulation of human genes of clinical significance. Preference will be given to individuals who have direct experience with recombinant DNA technology and who can contribute to the development of a broadly based biotechnology programme. The individual selected will be expected to obtain independent research grant support and pursue an active and strong research programme. A Ph.D. or M.D. degree with at least two years of postdoctoral experience is required. Applicants should submit curriculum vitae, statement of research interests and names of three referees to: Dr. H.P. Ghosh, Department of Biochemistry, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5, Canada.

HISTORY

UNIVERSITY OF WINNIPEG. Department of History. Applications are invited for a possible two year replacement position in Canadian history, commencing September 1, 1983. Duties include teaching undergraduate courses in Urban/Business history as well as general Canadian history. This position is subject to budgetary considerations. Applicants, including a curriculum vitae and the names of three referees, should be sent to: Dr. Herbert J. Mays, Chairman, Department of History, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of History. Applications are invited for a possible replacement position in either the History of Science or the History of Art, commencing September 1, 1983. Duties include teaching undergraduate courses in the appropriate area as well as a specialized introductory course in history. This position is subject to budgetary considerations. Applicants, including a curriculum vitae and the names of three referees, should be sent to: Dr. Herbert J. Mays, Chairman, Department of History, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY. Department of History. Applications are invited for a one-semester visiting appointment, September 1, 1983 to December 31, 1983, to teach one course in the Islamic Tradition and a second on Byzantine or Medieval Europe, at a salary of \$11,525 for the semester. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three referees to Professor Hugh Johnston, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6.

BISHOP'S UNIVERSITY. Department of History. Subject to funding, there may be a leave replacement position in U.S. history. Fields: Colonial and Early National. Ph.D. required, July 1, 1983 - June 30, 1984. Current

salary, Assistant Professor: \$28,180.00. Forward curriculum vitae and the names of three referees to K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

ST. THOMAS UNIVERSITY. Department of History. Conditional upon the availability of funds and budgetary approval, an opening in Canadian History is expected for 1983-84. The candidate is expected to teach one Survey course in Canadian History, one course in Canadian Social History and one additional course. Ph.D. with teaching experience preferred, others will be considered. Present floors are: Lecturer, \$20,408; Assistant, \$22,676; Associate, \$28,343. Rank and salary at appointment are dependent on qualifications. Applications including curriculum vitae, transcripts and three letters of reference should be sent to Dr. Herbert Goltz, Chair, Department of History, St. Thomas University, Fredericton, New Brunswick, E3B 5G3. Appointment is for one year term beginning 1 July 1983. Applications will be received until the position is filled. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of History. Applications are invited for two sessional lecturers for the eight-month period beginning September 1, 1983. Ph.D. with some teaching experience preferred to teach courses in Canadian Survey and European Survey. Salary range for the eight-month period: \$18,500 - \$19,500, dependent upon qualifications. Applications including curriculum vitae and the names of three referees should be sent to: Dr. R.C. Macleod, Chairman, Department of History, The University of Alberta, Edmonton, Alberta, T6G 2H4. Closing date for applications: April 30, 1983. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HOME ECONOMICS

MOUNT SAINT VINCENT UNIVERSITY. Home Economics. Mount Saint Vincent University, Home Economics Department is accepting applications for three full-time positions commencing July 1, 1983. Applicants should be qualified to teach in one or more of the following areas: Foods and Nutrition, Food Science and Nutrition, Food Service Administration, Family Studies and Home Economics Education. Duties include teaching undergraduate, inservice and Masters courses, supervising field placements and pursuing an active program of research compatible with department interests. The department offers a Co-operative Education Program as well as off-campus programs in Nova Scotia, North Canada and overseas. Qualifications: Ph.D. or near completion in appropriate specialization with at least one degree in home economics. Send curriculum vitae and the names of 3 referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Faculty of Home Economics. Foods and Nutrition Department. Teaching Research Assistant Professor position in Human Nutrition. Ph.D. in Human Nutrition. Minimum acceptable would be a Master's degree with appropriate experience. Also desirable: Community experience with professionals in the field to teach and to conduct research in nutrition. Current salary range: \$27,720 - \$39,820. Interested male or female applicants should submit a résumé, academic transcripts and the names of three persons who would provide references to: Dr. Zena Hawrysh, Chairperson, Foods and Nutrition Department, Faculty of Home Economics, University of Alberta, Edmonton, Alberta, T6G 2M8. Effective July 1, 1983. Deadline April 30, 1983. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. School of Home Economics. Applications are invited for a nine (9) month sessional sabbatical replacement for the 1983-84 academic year which

starts September 1, 1983. Duties include teaching Advanced Food and Nutrition courses as well as conducting laboratory sessions where necessary. A Masters degree in Foods and Nutrition is essential, a Ph.D. is preferred. Successful teaching experience is desirable. Salary and rank commensurate with qualifications and experience. Position open until filled. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Applications, along with curriculum vitae, transcripts and names of three referees, should be sent to: Mrs. Jean M. Peck, Acting Dean, School of Home Economics, Acadia University, Wolfville, Nova Scotia, Canada, B0P 1X0.

ACADIA UNIVERSITY. School of Home Economics. The School of Home Economics at Acadia University invites applications for an academic position in Clothing and Textiles beginning July 1, 1983. Preference will be given to candidates with minimum educational requirements with M.Sc., or M.A., but Ph.D. preferred. Salary commensurate with qualifications and experience. Applications will be received until position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Applications, along with a curriculum vitae, transcripts and names of three referees, should be sent to: Mrs. Jean M. Peck, Acting Dean, School of Home Economics, Acadia University, Wolfville, Nova Scotia, Canada, B0P 1X0.

INTERNATIONAL AFFAIRS

CARLETON UNIVERSITY. International Affairs. The Norman Paterson School of International Affairs invites applications for one or more tenure track appointments, subject to budgetary approval, for the academic year 1983-84 or 1984-85 at the rank of Assistant Professor. Ph.D. or equivalent required. One position is in the field of global and regional political economy, and requires expertise in international economics. The other position is in the field of development, an specialized knowledge of the political economy of North-South relations and newly industrializing countries is desirable. Applications, including curriculum vitae and names of at least three referees, should be made to: Brian W. Tomlin, Director, The Norman Paterson School of International Affairs, Carleton University, Colonel By Drive, Ottawa, Ontario, K1S 5S6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ITALIAN

LAURENTIAN UNIVERSITY. Department of Modern Languages - Italian. Applications are invited from men and women for a probationary appointment in the Department of Modern Languages. A Ph.D. with experience in teaching Italian language, literature, and culture courses is required, with ability to communicate in both French and English an asset. Salary and rank will be according to qualifications and in accordance with the collective agreement. Effective date of appointment would be July 1, 1983. In accordance with Canada Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae and the names of three referees, should be sent to Professor Elizabeth Gorky, Chairperson, Department of Modern Languages, Laurentian University, Sudbury, Ontario, P3E 2C6.

UNIVERSITÉ LAURENTIENNE. Département des langues modernes - Italien. Le département des langues modernes de l'Université Laurentienne invite des candidatures, hommes et femmes, à un poste probatoire en langue, littérature et culture italiennes. Docteur et expérience dans l'enseignement exigés. Préférence accordée aux candidats parlant l'anglais et le français. Salaire et rang selon les qualifications et en accord avec la convention collective en vigueur. Nomination le 1er juillet 1983. Conformément aux règlements du ministère fédéral de l'emploi et de l'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Envoyer un curriculum vitae et le nom de trois répondants à: Professeur

Elizabeth Gorky, Directrice, Département des langues modernes, Université Laurentienne, Sudbury, Ontario, P3E 2C6.

LAW

THE UNIVERSITY OF ALBERTA. Department of Industrial and Legal Relations in the Faculty of Business invites applications for a full-time tenure-track position from those interested in teaching and research in the area of Legal Relations within a business school program. Applicants must hold the LL.B. or J.D. degree; further training in law or in a related discipline is highly desirable. The Department offers programs of study in both industrial relations and legal relations, the latter being a new and developing field of study in Canada which provides a broadly-based interdisciplinary approach to legal studies in business and society. The successful applicant will participate in course and program development, and will have a strong interest in research. The position is available immediately. Salary and rank dependent on qualifications. Ranges are: Assistant Professor \$27,720 to \$39,820; Associate Professor \$35,420 to \$51,658; Full Professor from \$46,010. In addition, market supplements to ensure competitive offers are negotiable. Canadian citizens and permanent residents will be given preference. Applications should include a curriculum vitae and the names of at least three referees, and should be sent to E.J. Chambers, Acting Chairman, Department of Industrial and Legal Relations, 321 Acadia Hall, The University of Alberta, Edmonton, Alberta, Canada, T6G 2E8; telephone (403) 432-3054. The University of Alberta is an equal opportunity employer.

LIBRARY SCIENCE

UNIVERSITY OF TORONTO. Faculty of Library and Information Science. 1. For the position of Assistant Professor in the Tenure Stream - available subject to Vice-President and Provost's approval. 2. Ph.D. in library and information science or Ph.D. in computer science or other related discipline and experience in computer applications to information processing such as information storage and retrieval, database management, artificial intelligence, computer-aided instruction. 3. The incumbent will be expected to engage in research and supervise doctoral research as well as teach basic and advanced courses (at both MSc and Ph.D. level) in theories of information management, technology of information science, design of interactive systems for information storage and retrieval; also to participate in the design and development of a minicomputer-based system for use in research and training. 4. Negotiable depending on experience, current minimum salary for the rank (July 1, 1983): 5. C.V. and names of 3 referees to: Dean Katherine H. Packer, Faculty of Library and Information Science, 140 St. George St., University of Toronto, Ontario, M5S 1A7. Applications will be accepted until a suitable candidate is found. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MANAGEMENT

CONCORDIA UNIVERSITY. Department of Management. The Management Department of Concordia University is seeking well-qualified faculty colleagues in positions available in Industrial Relations, Human Resources Management, Business Policy, Small Business/Entrepreneurship, and Production/Operations Management. Strong research interest and methodological skills are highly desirable. These positions will be filled at the Assistant, Associate, and Full Professor ranks, as appropriate, and leave-track, visiting positions are possible for a semester, academic year, or summer session. Expected the successful candidate is substantial involvement in research and publication in his or her areas of interest. Courses are to be taught at the undergraduate, masters, and/or Ph.D. levels. Our contract year starts in June.

although classes begin in September. Salary is highly competitive and dependent on qualifications. The University tringe benefit package is highly attractive. Those interested in exploring the professional opportunities at Concordia should send a current résumé and any other information pertinent to his or her projects, research, consultation, publication or grant record, as appropriate. Send all materials (first class). Theodore T. Herbert, Recruiting Committee Chair, Department of Management, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Canada.

MANAGEMENT INFORMATION SYSTEMS

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions in Management Information Systems starting July 1, 1983. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and an interest in conducting research. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 9B5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ D'OTTAWA. Faculté d'Administration. Postes à plein temps en Systèmes Intégrés d'information disponibles le 1er juillet 1983. Les candidat(e)s espèrent obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. Enseignement au niveau du 2e cycle et au niveau du 1er cycle et recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Oyen, Faculté d'Administration, Université d'Ottawa, 115, rue Wilbrod, Ottawa (Ontario), K1N 9B5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des financements officiels. Les demandes émanant des candidat(e)s en possession d'un autorisation légale d'occuper au Canada un emploi rémunéré seront envisagées en priorité.

MARKETING

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions in Marketing starting July 1, 1983. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and an interest in conducting research. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 9B5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ D'OTTAWA. Faculté d'Administration. Postes à plein temps en Marketing disponibles le 1er juillet 1983. Les candidat(e)s espèrent obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. Enseignement au niveau du 2e cycle et au niveau du 1er cycle et recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Oyen, Faculté d'Administration, Université d'Ottawa, 115, rue Wilbrod, Ottawa (Ontario), K1N 9B5. N.B.: Cette offre est sans engagement formel jusqu'à confirmation des financements officiels.

mation des décisions nécessaires en matière d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi rémunéré seront envisagées en priorité.

MATHEMATICS/STATISTICS/COMPUTER SCIENCE

BRANDON UNIVERSITY. Mathematics and Computer Science. The Mathematics and Computer Science Department of Brandon University has a vacancy for a one-year appointment (sabbatical replacement). The Department consists of 6 members, 3 in Computer Science and 3 in Mathematics. It offers major/minor programs in Mathematics and Computer Science. Rank: open, depending upon qualifications and experience. Qualifications: 1) Ph.D. preferred. 2) An interest and preferably experience in teaching. Duties: 1) Normal teaching load 3 half courses/term; 2) courses to be taught (open to some negotiation) — algebra, set theory and algebra, analysis, differential equations, math modelling. Starting Date: September 1, 1983. Application: By April 30, 1983. Late applications will be considered until the position is filled. Rank and Salary: Dependent upon qualifications and experience. Current floor for Assistant Professor \$24,000. Applications with detailed curriculum vitae, copies of publications and names and addresses of three referees should be sent to: Dr. Eastman, Chairman, Department of Mathematics and Computer Science, Brandon University, Brandon, Manitoba, R7A 6A9. Note: There is the possibility that the position will continue for 3 years on a one year at a time Sabbatical Replacement basis.

UNIVERSITY OF WINDSOR. Mathematics. Limited term position. The Department of Mathematics of the University of Windsor invites applications for an appointment as Assistant Professor. The term of the appointment will be for up to two years starting on July 1, 1983. A Ph.D. in a field of interest to the Department of Mathematics is required and duties would consist of teaching and research within the Department. Applicants whose research allows them to interact with faculty members within the Department will be given first preference. The Department of Mathematics offers graduate degrees in Applied Mathematics, Pure Mathematics and Statistics. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants to Canada. Applications with a detailed curriculum vitae and three letters of reference should be sent to: Dr. J.J. Britten, Chairman, Department of Mathematics, University of Windsor, Windsor, Ontario, N9B 3P4.

THE UNIVERSITY OF WESTERN ONTARIO. Mathematics. The Department of Mathematics invites applications for limited term appointments at the Assistant Professor level. The appointments, which are subject to the availability of funds, will be for the period September 1, 1983 to May 31, 1984 or part thereof. Candidates should have a Ph.D. in an area of pure mathematics. Duties will include teaching and research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including the names of three referees should be sent to: Dr. O. Borwein, Head, Department of Mathematics, Middlesex College, The University of Western Ontario, London, Ontario, N6A 5B7. "An equal opportunity employer."

CONCORDIA UNIVERSITY. Department of Mathematics. The Department of Mathematics has a leave replacement position for the 1983-84 academic year. Preference will be given to candidates at the assistant professor level in the area of optimization (operations research). Send curriculum vitae and three letters of reference to be sent to: H. Prope, Chairman, Department of Mathematics, Concordia University, 7141 Sherbrooke St. W., Montreal, Que., H4B 1R6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date May 1, 1983.

ACADIA UNIVERSITY. Department of Mathematics. The Department of Mathematics, Acadia University invites ap-

plications for a three-year appointment, possibly tenure-track, effective July 1, 1983. Candidate should be able to teach at least elementary statistics. Ph.D. preferred. In accordance with the Canadian Immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Send résumé and names of three referees to: Dr. M.A. Taylor, Head, Department of Mathematics, Acadia University, Wolfville, Nova Scotia, Canada, B0P 1Y0.

UNIVERSITY OF ALBERTA. Mathematics. One position as research associate to work on a project involving the modelling and analysis of migration of Northern animals, starting July 1, 1983 (subject to availability of funds) at salary commensurate with Assistant Professor (Current range \$27,720-\$39,820). Requirements are Ph.D. with knowledge of differential and difference equations and dynamics of population biology. A knowledge of computing is also desirable. Send résumé and direct inquiries to: Dr. H. Freedman, Department of Mathematics, University of Alberta, Edmonton, Alberta, T6G 2G1 by April 30, 1983. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics and Statistics, Carleton University, invites applications for a full-time faculty appointment at the rank of Assistant Professor in the area of analysis. Preference will be given to candidates in numerical analysis, especially modern methods of numerical solution of differential equations. This appointment is a one-year term appointment starting on July 1, 1983 to June 30, 1985. Applicants should have a Ph.D. in mathematics and possess a strong commitment to both teaching and research. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications, including the names of three referees, should be sent as soon as possible to: Dr. Kenneth S. Williams, Chairman, Department of Mathematics and Statistics, Carleton University, Ottawa, Canada, K1S 5B6.

CARLETON UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics and Statistics, Carleton University, invites applications for a full-time faculty appointment at the rank of Assistant Professor in the area of computational statistics — data analysis. This appointment is a one-year term appointment for the period July 1, 1983 to June 30, 1984. Applicants should have a Ph.D. in mathematics or statistics and possess a strong commitment to both teaching and research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including the names of three referees, should be sent as soon as possible to: Dr. Kenneth S. Williams, Chairman, Department of Mathematics and Statistics, Carleton University, Ottawa, Canada, K1S 5B6.

UNIVERSITY OF NEW BRUNSWICK. Mathematics. The Department of Mathematics and Statistics at the University of New Brunswick, Fredericton, expects to have an opening for a one year replacement position as of July 1, 1983, subject to budgetary approval. Ph.D. preferred. Duties to include undergraduate teaching and research. Send an up-to-date curriculum vitae and the names of three referees to: Dr. R.O. Small, Acting Chairman, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian citizens and legal residents of Canada.

MEDICINE

THE UNIVERSITY OF MANITOBA. Department of Obstetrics, Gynecology, and Reproductive Sciences. Reproductive Scientist. Recent graduates of a Ph.D. and/or M.O. program are invited to apply for a post-doctoral position in Reproductive Sciences. M.O. graduates must have previous post-doctoral training. Preference will be given to candidates with a background in Endocrinology and/or Biochemistry. Applicants must have demonstrated productivity in high quality

research. The successful applicant will be assigned to study the role of decidua products on human fetal development. This position promises a unique opportunity for establishing a career in Reproductive Sciences. Exposure to both basic and clinical scientists is assured. Salary is commensurate with qualifications and follows M.R.C. guidelines. A curriculum vitae and names of three referees should be sent to: Dr. John A. McCoshen, Head, Division of Reproductive Sciences, Department of Obstetrics, Gynecology and Reproductive Sciences, University of Manitoba, 59 Emily Street, Winnipeg, Manitoba, R3E 0W3.

UNIVERSITY OF ALBERTA. Faculty of Medicine. Department of Health Services Administration and Community Medicine. A tenurable track professorial position is open for a qualified candidate in Community Medicine. Appropriate academic background and demonstrated aptitude in teaching and research are essential. Besides teaching duties, this position requires the individual to take responsibility in curriculum development as well as some administration and co-ordination of the part-time teaching faculty in Community Medicine. The faculty of the Department are expected to be very active in research and provide research service to the health care community, including Government Departments and public health units. Demonstrated ability in initiating and conducting interdisciplinary health care research or evaluation is a definite asset. Rank and salary are negotiable on the basis of qualifications and experience. 1982-83 salary ranges for Associate and Full Professors at the University of Alberta are \$35,420-\$51,658, and floor \$46,010, respectively. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for application is May 31, 1983, but early application is encouraged. Applicants are requested to submit a complete curriculum vitae and three academic references to: Dr. C.B. Hazlett, Chairman, Department of Health Services Administration and Community Medicine, The University of Alberta, 13-103 Clinical Sciences Bldg., Edmonton, Alberta, Canada, T6G 2G3.

UNIVERSITY OF ALBERTA. Faculty of Medicine. Department of Health Services Administration and Community Medicine. A tenurable track professorial position is available for a qualified and experienced candidate in occupational health. Appropriate academic background and demonstrated aptitude in research and teaching are essential. The main duties of this position are initiating and conducting research; providing consulting services to industry, labour, and government in the field of occupational health; and teaching in the Community Medicine curricula of the Faculty. As a distinct benefit and to initiate the research activities of this professorship, Alberta industries have donated major funds for the position's research undertakings. The position also has the support of labour and the Provincial Government. The selected applicant will therefore have a most unusual opportunity to rapidly develop his/her occupational health program. Salary and rank are negotiable depending upon qualifications. 1982-83 salary ranges for Assistant, Associate, and Full Professors at the University of Alberta are \$27,720 - \$39,820; \$35,420 - \$51,658; and floor \$46,010, respectively. The position also provides an opportunity for the individual to earn supplementary income from clinical or consulting practice. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for application is May 31, 1983, but early application is encouraged. Applicants are requested to submit a complete curriculum vitae and three academic references to: Dr. C.B. Hazlett, Chairman, Department of Health Services Administration and Community Medicine, The University of Alberta, 13-103 Clinical Sciences Bldg., Edmonton, Alberta, Canada, T6G 2G3.

ST. JOSEPH'S HOSPITAL, HAMILTON, ONTARIO. Department of Laboratory Medicine. Director of Medical Bioclinics. Applications for this position are invited from persons with Royal College certification in medical biochemistry or its equivalent. St. Joseph's Hospital is a 507 bed active treatment institution associated with McMaster University. The successful candidate will be responsible for the general direction of the

laboratory and the provision of regional services for the investigation of thyroid, parathyroid, and hypertensive disorders. Active participation in the design of a new laboratory to be completed in 1985 is expected. Independent and collaborative clinical research are encouraged. The salary offered is competitive and there are generous fringe benefits and educational allowances. The successful applicant must be acceptable for an academic appointment in the Department of Pathology, McMaster University. Applications, together with the names of 3 referees, should be sent to: Dr. M.J. McQueen, Chairman, Clinical Chemistry Advisory Committee, c/o Department of Laboratory Medicine, Hamilton General Hospital, Hamilton, Ontario, L8L 2X2. All replies will be handled with confidence.

UNIVERSITY OF SASKATCHEWAN. Division of Geriatric Medicine. Applications are invited from suitably qualified physicians for a teaching position in geriatric medicine at the University of Saskatchewan and University Hospital, Saskatoon. The successful candidate will have higher qualifications in medicine (FRCP (C) or equivalent) and training and/or experience in geriatric medicine. Academic appointment and salary will be commensurate with academic accomplishment and experience. For further information please write, enclosing a curriculum vitae to: Dr. Duncan Robertson, Head, Geriatric Medicine, University Hospital, Saskatoon, Saskatchewan, S7N 0X0. The appointment is subject to budgetary confirmation.

QUEEN'S UNIVERSITY. Medicine. Wanted — Physician having completed residency training requirements for FRCP, to fill a two-year appointment commencing 1 July, 1983 in charge of Queen's University Medical Intern Training Program at Moose Factory General Hospital. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates of both sexes are equally encouraged to apply. Apply with curriculum vitae, and names and addresses of three referees to: Dr. H.B. Dinsdale, Professor and Acting Head, Department of Medicine, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

UNIVERSITY OF ALBERTA. Department of Pediatrics. Applications are invited for a Research Associate position. The research involved is based on a long-term project and the position will be renewable on an annual basis subject to the continuation of funding by the granting agency. Qualifications: Ph.D. with post-doctoral experience in the field of membrane transport of biogenic amines and ions. Preference will be given to candidates with an interest in blood platelets as neurobiological model systems. Salary range: \$32,120 - \$36,200 per annum. The University is an equal opportunity employer, but in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and the names of three referees to: Dr. E.E. McCoy, Chairman, Department of Pediatrics, University of Alberta, Edmonton, Alberta, T6G 2G3. Closing date for receipt of Applications: April 30, 1983.

THE ONTARIO CANCER FOUNDATION. OTTAWA CLINIC. Immunochemist — Ph.D. Immunochemist with expertise in tumour antigen isolation and characterization wanted to supervise immunology research program at a major cancer treatment facility. Experience in the following areas is desired: isolation of immune complexes and their separation, isolation and characterization of tumour antigens, and production of monoclonal antibodies. Academic appointment appropriate to basic science department of University of Ottawa available. Applicants should send cv and references to: Dr. Leo Stolbach, Chief of Medical Oncology, Ontario Cancer Foundation, Ottawa Clinic, 190 Melrose Ave., Ottawa, Ontario, K1R 6S5.

UNIVERSITY OF BRITISH COLUMBIA. Department of Medical Genetics. Tenure-track position for Medical Genetics faculty member at a junior level (although more senior individuals may be considered). Area of special expertise (e.g. inborn errors, genetic disorders or chromosome phenotype correlations) desirable. Involves 50% clinical service commitment. Canadian College of Medical Genetics or American Board of Medical Genetics eligibility or certification required. Applicants should submit cv to: Dr. J. Hall, Director, Clinical Services, Clinical Genetics Unit (UBC), Grace Hospital, 4490 Oak Street, Vancouver, B.C., V6H 3V5, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equal opportunities will be given to male and female applicants.

tesment is directed to Canadian citizens and permanent residents. Equal opportunities will be given to male and female applicants.

UNIVERSITY OF BRITISH COLUMBIA. Department of Medicine. Division of Hematology. The Division of Hematology, Department of Medicine is seeking a Director of the Bone Marrow Transplantation for adult patients. The Vancouver General Hospital is a 980 bed hospital with the major hematological malignancy program in British Columbia. The program is affiliated with the University of B.C. and the Cancer Control Agency of B.C. The applicant should have experience in bone marrow transplantation and should have Canadian or equivalent qualifications in Hematology. A strong research interest would be a major advantage. Suitable academic position would be offered. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit applications with cv and three referees by April 30, 1983 to: Dr. John H. Dirks, Head, Department of Medicine, University of British Columbia, 910 W. 10th Ave., Vancouver, B.C., V6Z 1M6.

UNIVERSITY OF WESTERN ONTARIO. University Hospital. Pathologist. Applicant should hold F.R.C.P.(C) or equivalent in Anatomic Pathology. Must be prepared to develop independent research programme. Experience in teaching undergraduate medical students would be an asset. This is a joint appointment (Assistant Professor) Faculty of Medicine, University of Western Ontario (Limited Term). In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applicants must have qualifications permitting registration in the Province of Ontario. Application with full curriculum vitae to: Malcolm D. Silver, M.D., Chairman, Department of Pathology, University of Western Ontario, London, Ontario, N6A 5C1.

QUEEN'S UNIVERSITY. Department of Family Medicine, Moose Factory Zone. Applications are invited for a full-time faculty position in the Canadian North. This unique appointment will combine primary health care with teaching and some research. Duties will include the supervision and co-ordination of senior residents in Family Medicine as well as the direction and provision of Primary Care in the Moose Factory Zone. The successful applicant will be eligible for certification by the College of Family Physicians of Canada. This appointment is being developed by Queen's University in co-operation with The Medical Services Branch of Health and Welfare, Canada. For further details please contact: Dr. C.A. Johnson, Head, Department of Family Medicine, Queen's University, P.O. Bag 8888, Kingston, Ontario, K7L 5E9.

MUSIC

UNIVERSITY OF MANITOBA. School of Music. Applications are invited for a tenure-stream position in vocal music. DMA or equivalent is preferred; successful studio teaching experience and stature as a performer is expected. Duties include studio teaching, related undergraduate courses in pedagogy and literature and directing the Open Workshop. Salary and rank dependent on qualifications. Appointment effective September 1, 1983. Send application including curriculum vitae, names of three referees and recent tape recording to: Paul W. Paterson, Director, School of Music, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BRANDON UNIVERSITY. School of Music. Position: Applications are invited for a leave replacement in Clarinet for the 1983-84 academic year (subject to the availability of funding). Duties: The teaching of undergraduate clarinet students and concert in woodwind techniques and methods. Secondary teaching areas should include one or more of the following: Theory, History, Conducting. Rank: Lecturer or Assistant Professor depending on qualifications. Salary: Negotiable. Current floor of Lecturer, \$18,400. Assistant Professor, \$24,000. Qualifications: Master's degree or equivalent and considerable experience as performer and teacher. Application: Interested candidates should send application, transcripts, curriculum vitae and

names of three referees to: Gordon Macpherson, Director, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9. Tapes are welcome but not essential at this stage. Closing date: When position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NATIVE STUDIES PROGRAM

UNIVERSITY OF SASKATCHEWAN. Native Studies Program. The University of Saskatchewan is seeking a full-time Assistant Professor for the Native Studies Program in the College of Arts and Science. The successful candidate will be responsible for both on-campus and off-campus Native Studies courses along with curriculum development. This is a tenure-track position and will begin July 1, 1983 (subject to budgetary confirmation). The salary range is between \$26,907 - \$35,007, under review for 1983-84. Candidates should be scholars in a relevant discipline, e.g. Anthropology, Archaeology, Indian or Native Studies, History, Linguistics or Sociology. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is May 20, 1983. Please forward curriculum vitae and three letters of reference to: A.S. Lussier, Director, Native Studies Program, 15 McLean Hall, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

NURSING

UNIVERSITY OF WESTERN ONTARIO. Faculty of Nursing. Rank Open. Master's or doctorate degree required. Preference will be given to candidates with nursing research, education, administration and clinical specialization. Candidates must be eligible for registration in Ontario. Teaching in Graduate and Undergraduate programs. Salary commensurate with preparation and in accordance with the University of Western Ontario policies. Position is subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Professor Louise S. Brown, Acting Dean, Faculty of Nursing, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1. "An equal opportunity employer".

UNIVERSITY OF WESTERN ONTARIO. Faculty of Nursing. Rank Open. Master's or doctorate degree required. Preference will be given to candidates with nursing research, education, administration and clinical specialization. Candidates must be eligible for registration in Ontario. Teaching in Graduate and Undergraduate programs. Salary commensurate with preparation and in accordance with the University of Western Ontario policies. Position is subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Professor Louise S. Brown, Acting Dean, Faculty of Nursing, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1. "An equal opportunity employer".

OCCUPATIONAL HEALTH AND SAFETY

McGILL UNIVERSITY. Institute of Occupational Health and Safety. Applications are invited for a position of Research Assistant to study inhaled particles and their effects on pulmonary cells using in dust-free conditions. Light and electron microscopic techniques for conventional histology, ultrastructural or histochemical analysis, and characterization of fibre particles by electron diffraction and energy dispersive spectrometry of X-rays. We are looking for a graduate in "Biological Analysis Techniques" with 2 years additional theoretical education in a biological disciplinary, a working experience of 5 years in a similar field, and some publications. A good knowledge of English and French is re-

quired. Please mail your curriculum vitae to: Gisèle Daigle, Institute of Occupational Health and Safety, McGill University, 1130 Pine Avenue West, Montreal, P.Q., H3A 1A3. **McGILL UNIVERSITY.** Institute of Occupational Health and Safety. Applications are invited for the post of Research Associate in Occupational Hygiene and Member of a newly established Research Team for the Rapid Investigation of Occupational Hazards. An appropriately qualified person will be given the academic rank of Assistant Professor (part-time). The person appointed will be expected to concentrate on the environmental aspects of epidemiological research related to the work of the team and he or she will also be required to help teach postgraduate students the principles of occupational hygiene. Applicants should possess an M.Sc. In industrial hygiene, have had several years broad experience in occupational hygiene and be qualified to undertake postgraduate teaching. An excellent command of spoken and written English and some knowledge of French are essential. Salary within normal scales according to qualifications and experience. In accordance with Canadian Immigration Regulations the advertisement is directed to Canadian citizens and landed immigrants to Canada only. Applicants, including curriculum vitae, publications and names of three referees to: Dr. J.C. McDonald, Director, Institute of Occupational Health and Safety, McGill University, 1130 Pine Avenue West, Montreal, Quebec, Canada, H3A 1A3. —Saskatoon April 30, 1983.

PHILOSOPHY

WILFRID LAURIER UNIVERSITY. Department of Philosophy. One-year limited term appointment. Ph.D. required. A history of publications is an asset. To teach undergraduate courses in some of the following: Philosophy of Cognitive Sciences, Political Philosophy, Business Ethics, Formal and Informal Logic. Salary: commensurate with qualifications. Application with curriculum vitae and names of three referees to be sent to: Professor Robert Langen, Chairman, Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Appointment to be effective from July 1, 1983, subject to budgetary approval. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. ST. THOMAS MORE COLLEGE. Philosophy Department. Applications are invited for a tenure stream position at the rank of Assistant Professor. Ph.D. is required. Salary dependent upon qualifications. The salary range for Assistant Professor is \$26,907 to \$35,007 (1982-83). Appointment effective July 1, 1983. Applicants should have a background in Greek and Mediaeval Philosophy, a specialization in the 14th century and in the history of science, and a facility in Greek, Latin, and modern languages. In addition to teaching and researching in the above fields, the applicant should be prepared to teach an introductory course, metaphysics, and half courses in logic, philosophy of man, or ethics. The position is with St. Thomas More College which is a Roman Catholic College of Arts and Science federated (i.e. academically integrated) with the University of Saskatchewan. Its professors are members of the faculty of the College of Arts and Science of the University of Saskatchewan. We offer equal opportunities to qualified male and female applicants. In compliance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application, a current cv, and letters from three referees should be sent to: Dr. J. P. Langen, Philosophy Department, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, Canada, S7N 0W6.

PHYSICAL EDUCATION/ RECREATION

UNIVERSITY OF MANITOBA. Faculty of Physical Education and Recreation Studies. Undergraduate Recreation Program (term appointment at level of lecturer or assistant professor, subject to budgetary approval). Undergraduate teaching in the following

areas: program planning, human resource development, major recreation program areas, concepts of recreation and leisure. Candidates for the position should have a minimum of a Master's degree. The position will commence on July 1, 1983. The university encourages both women and men to apply for positions. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be made before April 30, 1983. Applicants are asked to submit letters of application, résumé, and names and addresses of referees to: Dr. Henry F. Janzen, Dean, Faculty of Physical Education and Recreation Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF MANITOBA. Faculty of Physical Education and Recreation Studies. Co-ordinator of Recreation Studies Degree Program (appointment level of Associate Professor (probationary)). As an administrator of the BRS program the co-ordinator will be expected to provide dynamic leadership in the continuing development of the recreation program. The person will also be involved in the teaching of the following areas: administration of leisure services, area and facility planning, and measurement and evaluation. Demonstrated research ability is essential. Candidates for the position should have a minimum of a Master's degree and extensive experience in recreation administration. The position will commence on July 1, 1983. The university encourages both women and men to apply for positions. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be made before April 30, 1983. Applicants are asked to submit letters of application, résumé, and names and addresses of referees to: Dr. Henry F. Janzen, Dean, Faculty of Physical Education and Recreation Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

BRANDON UNIVERSITY. Department of Physical Education, Recreation and Athletics. Position: One year term appointment as Instructor in Physical Education and Head Basketball Coach (Men). Rank: Lecturer or Assistant Professor. Salary: Commensurate with qualifications and experience at Lecturer or Assistant Professor level. Qualifications: Minimum of a Master's degree, 2. Broad background in physical education, 3. Experience in coaching men's basketball at the university level. Duties: Background to teach courses in both activity and theory areas in physical education to undergraduate students. Be prepared to conduct a high profile program in men's intercollegiate basketball. Contract Dates: September 1, 1983 - August 31, 1984 (Sabbatical Replacement). Application: Please send letter of application, curriculum vitae, original transcripts and three letters of reference to: Mr. George Birger, Director and Chairman, Dept. of Physical Education, Recreation and Athletics, Brandon University, Brandon, Manitoba, R7A 6A9. Closing date: When position is filled. Note: In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICS

UNIVERSITY OF ALBERTA. Department of Physics. The Department of Physics at the University of Alberta invites applications for a Research Associate in the area of space physics. The position is for at least one year commencing May 1, 1983, and is subject to renewal. Candidates must possess a Ph.D. in Physics plus a minimum of two (2) years experience in the area of space magnetism. The starting salary will be at least \$25,000 per annum and applications will be received until April 30, 1983. Candidates interested in applying should submit a curriculum vitae plus the names of three (3) referees to: Dr. G. Rostoker, Department of Physics, University of Alberta, Edmonton, Alberta, T6G 2J1. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Physics. The Department of Physics is offering several postdoctoral fellowships for research in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics,

surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a résumé and names of 3 references to: Prof. F.W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Department of Physics. Applications are invited for a one year replacement position at the Assistant Professor level for the period 1 July, 1983 to 31 May, 1984. Duties will include teaching at the undergraduate level and research collaboration in Critical Phenomena. Postdoctorate background in the application of Monte Carlo techniques to discrete lattice models of magnetism, and in renormalization group theory, is required. Salary will be at the assistant professor floor level. Please send curriculum vitae and names of three referees to: Dr. M.S. Dubas, Chairman, Department of Physics, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8. Closing date for applications is 1 June, 1983. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Physics. Opportunities for B-Ouak Physics with ARGUS. The Canadian Group participation in the ARGUS experiment at DESY has two openings for Research Associates. One is a new position which has just started to take data at the BORIS-II storage ring. The Canadian group is composed of physicists from McGill, Toronto, York and Carleton Universities. We have provided a VAX-11/780 computer which is used as an on-line monitoring system for the ARGUS experiment. In addition, a high precision cylindrical vertex detector is being built in Canada, with installation planned for the spring of 1983. There are opportunities in on-line software, hardware associated with the vertex detector, and/or physics analysis. Interested applicants should submit a curriculum vitae and two letters of reference to: Dr. R.S. Orr, or Dr. M. Goddard, DESY, F15, Notkestrasse 85, 2000 Hamburg 52, West Germany. Telephone: 030-88383, OR Professor T.S. Telephone: 030-88383, OR Professor T.S. Department of Physics, McLennan Physical Labs, University of Toronto, Toronto, Ontario, M5S 1A7, Telephone: 978-7047.

UNIVERSITY OF ALBERTA. Physics. The Department of Physics at the University of Alberta invites applications for a tenure-track position at the level of an Assistant Professor in Physics in any of the following areas: Astrophysics (Electromagnetic methods); Geophysics (Electromagnetic methods); Particle Physics (Relativity and Cosmology). The 1982/83 salary range for an Assistant Professor is \$27,720 - \$39,820 per annum. Applications will be received until May 1, 1983 and the expected appointment date is July 1, 1983. The Department of Physics offers both undergraduate and graduate degrees in Physics and Geophysics. The Department currently consists of 47 faculty members, 36 research associates and postdoctoral fellows and 30 graduate students. Candidates interested in applying should submit a curriculum vitae plus the names of three (3) referees to: Dr. A.N. Kamal, Chairman, Department of Physics, University of Alberta, Edmonton, Alberta, Canada, T6G 2J1. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Physics. The Department of Physics invites applications for a tenure-track appointment (with salary budget approval) at either the Assistant or Associate professor rank with duties to commence September 1, 1983. The Department is searching for a Ph.D. with interests in either condensed matter physics or theoretical physics. Experience with digital electronics and micro processors will be an asset. The University of Winnipeg has a strong four year undergraduate program and, through an adjunct professor arrangement with the University of Manitoba, faculty may participate in graduate programs to the Ph.D. The successful candidate will be expected to participate in undergraduate teaching and research. Applications, together with curriculum vitae and the

names of three referees should be submitted as soon as possible to: Professor B.G. Hogg, Chairman, Personnel Committee, Department of Physics, University of Winnipeg, Winnipeg, Manitoba, R3B 2E9. All applications received by May 1, 1983 will be considered. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Department of Physics. Research Positions. Applications are invited for positions in the following areas: nuclear physics, Van de Graaff laboratory, nuclear structure theory and experimental nuclear astrophysics, applications of nuclear techniques, solid state and applied physics: development of magnetometers for gas pipeline inspection, effects of stress on the magnetisation of steels, nuclear magnetic and quadrupole resonance, solid state theory, fast ion transport, surface diffusion, thin films and ferroelectrics, physics at millikelvin temperatures, phase transitions, positron annihilation in solids, metals, at high magnetic fields, ultrasonics. Astronomy and astrophysics: galactic structure and evolution, general relativity, relativistic astrophysics, stellar structure and evolution, star formation and the interstellar medium. Candidates of either sex are equally encouraged to apply. Salary dependent on qualifications. Please apply, enclosing a curriculum vitae and the names of three referees to: Dr. M.J. Stott, Head, Department of Physics, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF BRITISH COLUMBIA. Physics Department. Research Associate. A Research Associate position is expected to be available shortly in the Plasma Physics Group at the University of British Columbia. The successful candidate will participate in our laser-target interaction experiments and/or associated numerical simulations. Research enquiries and applications (including the names of referees) to: Dr. A.J. Barnard, Physics Department, University of British Columbia, 6224 Agriculture Road, Vancouver, B.C., V6T 2A6. Telephone: (604) 228-2894. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of Physics. Theoretical Geophysicist. Applications are invited for the positions of a Postdoctoral Fellow or Research Associate in the field of theoretical studies of direct and inverse problems in seismic wave propagation for complicated geological structures. The positions are available immediately and are initially for a one year period with the possible extension for a second year. The annual salary for the Postdoctoral Fellow position is in the \$17,000 - \$19,500 range. The minimum annual salary for the Research Associate is \$24,000. Interested applicants should submit a curriculum vitae and a summary of research interests and arrange for three letters of reference to reach: Dr. F. Hron or Dr. M. Razavy, Department of Physics, University of Alberta, Edmonton, Alta., T6G 2J1, from whom further particulars can be obtained. The University of Alberta is an equal opportunity employer. Preference given to Canadian citizens and permanent residents.

ROYAL MILITARY COLLEGE OF CANADA. Department of Physics. A faculty position at the rank of Assistant Professor. Responsibilities include graduate teaching and active participation in research in one of the following fields: Materials Science, Optics, Condensed Matter or Low Temperature Physics. Applicants should have a Ph.D. degree or equivalent. Salary range will be approximately \$26,000 to \$30,000. Effective date of appointment: 1 July 1983. Closing date: 15 May 1983. Applications, including curriculum vitae and the names of three referees, should be sent to: Dr. M.H. Edwards, Head, Department of Physics, RMC, Kingston, Ontario, K7L 2W3.

POLICY AND DECISION MAKING

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty positions in Policy and Decision Making starting July 1, 1983. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and an interest in conducting research. Bilingualism (English and

French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 9B5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ D'OTTAWA. Faculté d'Administration. Postes à plein temps en Politique et prise de décision disponibles le 1er juillet 1983. Les candidatures espérant obtenir la permanence des immigrants et autres éligibles pour l'emploi au Canada à la date de l'application seront données la priorité. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 115, rue Wilbrod, Ottawa (Ontario), K1N 9B5 N.B. Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi rémunéré seront envisagées en priorité.

POLITICAL SCIENCE

UNIVERSITY OF MANITOBA. Department of Political Studies. The Department of Political Studies at the University of Manitoba is seeking applications for a renewable term appointment, subject to budgetary approval. Applicants should be specialists in Canadian government, with a second field such as international relations, public policy, political methodology or comparative government and politics. Applicants should also have a Ph.D. or be near completion, and have teaching experience. Teaching experience in introductory courses would be an asset. The position would commence July 1, 1983. Applications should be sent, no later than April 30, 1983 to Professor G. Lambert, Head, Department of Political Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Rank and salary commensurate with qualifications. Both women and men are encouraged to apply. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Department of Economics and Political Science. A term (10-month) position (subject to budgetary confirmation) in political science at the assistant professor level. We would consider strong candidates in the following fields: Ph.D. preferred, 2 years teaching experience desirable. Starting date is September 1, 1983. Minimum annual salary for the assistant professor rank is \$26,907 (1982-83). Send your application, including curriculum vitae and names of three referees to: Professor K. Lal, Head, Department of Economics and Political Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Department of Political Science. Carleton University, invites applications for a tenure-track position at the Assistant Professor level in quantitative methods with subsidiary interest in one or more of the following fields: philosophy of science, international relations, public policy, Canadian government and politics and comparative analysis. Ph.D., academic publications and teaching experience preferred. Applicants, with full curriculum vitae and the names of at least three qualified referees, should be sent as soon as possible to: Professor Robert J. Jackson, Chairman, Department of Political Science, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PRODUCTION/OPERATION MANAGEMENT

UNIVERSITY OF OTTAWA. Faculty of Ad-

ministration. Faculty position in Production and Operations Management starting July 1, 1983. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and an interest in conducting research. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 9S5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

UNIVERSITÉ D'OTTAWA. Faculté d'Administration. Poste à plein temps en Gestion de la production et des opérations disponible le 1er juillet 1983. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. Enseignement au niveau du 2e cycle et au niveau du 1er cycle et recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 115 rue Wilbrod, Ottawa (Ontario), K1N 9S5. Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi rémunéré seront envisagées en priorité.

PSYCHOLOGY

UNIVERSITY OF SASKATCHEWAN. ST. THOMAS MORE COLLEGE. Psychology. St. Thomas More College, University of Saskatchewan, invites applications for a new tenureable position at the Assistant Professor level, commencing July 1, 1983. Preference will be given to those holding a Ph.D. and who have a commitment to teaching and research in developmental, abnormal or personality. Duties will primarily involve teaching undergraduate classes in introductory and one of the above areas, and research. The 1982-83 Assistant Professor salary ranges from \$26,907 to \$35,007, with a full range of fringe benefits. Closing date for applications is May 15, 1983. St. Thomas More College is a Roman Catholic College federated (that is, academically integrated) with the University of Saskatchewan. This advertisement is directed toward Canadian citizens and permanent residents in accordance with immigration regulations. Applicants should submit a curriculum vitae and arrange to have official transcripts and three letters of recommendation sent to M.G. Keenan, Dean, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6.

OLAHOUSE UNIVERSITY. Department of Psychology. Applications are invited for a full-time tenure-track position as Assistant Professor to take effect on 1 July 1983. Appointment at the rank of Associate Professor is possible if a candidate of sufficiently high standing is found to be especially suitable. Qualifications include the Ph.D. degree with a good record of achievement in research and a scholarship in the field of clinical/medical psychology. A special interest in experimental-clinical work, preferably in the study of human brain functions and dysfunctions, would be an advantage. Among other duties, teaching should include an undergraduate class in clinical psychology and the supervision of honours students working on theses in that area. Salary is dependent on the experience and qualifications of the candidate. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Applications, which must include a curriculum vitae and the names of at least three referees, should be sent to Dr. Vincent M. LoLordo, Chairperson of the Search Committee, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, B3H 4J1, before 30 April 1983.

Professor to take effect on 1 July 1983. Appointment at the rank of Associate Professor is possible if a candidate of sufficiently high standing is found to be especially suitable. Qualifications include the Ph.D. degree with a good record of achievement in research and a scholarship in the field of physiological psychology/neuropsychology and a clear preference for experimental work involving basic mechanisms of the nervous system that underlie behaviour. Among other things, teaching should include an undergraduate class in human neuropsychology. Salary is dependent on the experience and qualifications of the candidate. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Applications, which must include a curriculum vitae and the names of at least three referees, should be sent to Dr. Vincent M. LoLordo, Chairperson of the Search Committee, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, B3H 4J1, before 30 April 1983.

YORK UNIVERSITY. Department of Psychology. The Department of Psychology, Faculty of Arts, expects to make an appointment, at the Assistant Professor level, in Developmental Psychology. This is a probationary/tenured, full-time appointment, effective July 1, 1983, with approval pending. Applicants should have a Ph.D. and preferably teaching experience. Applicants would be expected to teach a normal complement of undergraduate and graduate courses. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries, nominations, and applications with three letters of reference and curriculum vitae, should be sent to: Dr. Norman S. Endler, Acting Chairman, Department of Psychology, York University, Downsview (Toronto), Ontario, M3J 1P3. Closing date for applications is May 2, 1983.

UNIVERSITY OF WINDSOR. Department of Psychology. The Department of Psychology at the University of Windsor has a tenure track position at the Assistant Professor level (subject to budgetary approval) available in the area of Applied Social Psychology beginning September, 1983. Responsibilities include undergraduate and graduate teaching in areas such as industrial-organizational and/or other areas of applied social psychology. Strength in quantitative methods and an interest in research involved in consulting activities with organizations in the community are desirable. Applicants should forward a curriculum vitae, including the names of three referees to Henry L. Minton, Head, Department of Psychology, University of Windsor, Windsor, Ontario, N9B 3P4. Closing date for receiving applications is May 15, 1983. Canadian citizens and permanent residents of Canada will be given preference for the position.

WILFRID LAURIER UNIVERSITY. Department of Psychology. Applied Social or Community Psychology. Applications are being invited for a tenure track position in the Department of Psychology. Appointment date: July 1, 1983. Applicants should have a Ph.D. with an established and active research program in applied social or community psychology. Competence in additional areas such as measurement, statistics, developmental, clinical, etc., would be an asset. The successful applicant will be expected to participate in both undergraduate and graduate (M.A. level) teaching and field placement programs, and to maintain an active research program. Send applications (including curriculum vitae and the names and addresses of three referees) to: Donald Morgenson, Ph.D., Professor and Chairman, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ALGOMA UNIVERSITY COLLEGE. Department of Psychology. Applications are invited for a sabbatical replacement appointment (September 1, 1983 to April 30, 1984). Salary according to rank. M.A. or Ph.D. duties include teaching Psychometrics and Abnormal Psychology; ability in other areas of clinical and/or humanistic psychology an advantage. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should send curriculum vitae and the names of three referees to Dr. R.G. Ewing, Dean, Algoma University College, 1520 Queen

Street East, Sault Ste. Marie, Ontario, P6A 2G4.

UNIVERSITY OF WINNIPEG. Department of Psychology. Social Psychology. Rank open. Applications are invited for a one year seasonal position with a starting date of September, 1983. Ph.D. or All But Dissertation status required. The successful candidate will be expected to teach the equivalent of three full courses during the academic year. Salary is competitive. Preference will be given to applicants who are eligible for employment in Canada at the time of application. Applicants should send a curriculum vitae and three letters of reference to Dr. Hilary Lips, Department of Psychology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Psychology. Applications are invited for a tenure track position as Assistant Professor level in Clinical Psychology. Preference will be given to applicants who wish to specialize in child clinical psychology and who are able to share teaching duties at the graduate and undergraduate levels in educational settings. Capacity and eagerness to supervise the research of graduate students is essential. Candidates of both sexes are equally encouraged to apply. Salary is negotiable. Appointment will commence on September 1st, 1983. Applications, with vitae, representative publications, and at least three letters of recommendation are to be sent to: Dr. W.L. Marshall, Chairman, Clinical Training, Psychology Department, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

UNIVERSITY OF GUELPH. Department of Psychology. Applications are invited for a tenure track position at the Assistant Professor level commencing July 1983. Applicant should have demonstrated research competence in Applied Child or Developmental Psychology. The candidate should be prepared to teach graduate level courses in intellectual assessment of children and learning disabilities. Preference will be given to individuals who have extensive experience with children in educational settings. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budgetary approval. Send detailed curriculum vitae and the names of three referees to Professor M. Matthews, Chairman, Department of Psychology, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF SASKATCHEWAN. Psychology. Clinical Psychologist. Application invited for a tenure track position (rank open) in the Department of Psychology, University of Saskatchewan. We hope to attract an established person who can integrate a vigorous program of research into our clinical training program. Applicants are potentially interested applicants are welcome. Applicants should have a Ph.D. in clinical psychology, an internship, and an active research program. Persons with interests in psychopathology or assessment are especially invited to apply. Current salary ranges (\$82,83) are: Assistant Professor, \$26,907-\$39,057; Associate Professor, \$35,007-\$49,517; Professor, \$45,157 —. Appointment will begin July 1, 1983 (subject to budgetary confirmation). The clinical program has five full-time faculty, eight part-time faculty and about 25 doctoral students; it is a developing program with a commitment to training scientist-practitioners and a record of excellence in clinical skill training. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae, representative publications and at least three letters of reference to: Dr. Thomas B. Wishart, Head, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

QUEEN'S UNIVERSITY AT KINGSTON. Department of Psychology. Applications are invited for positions in applied (non-clinical) areas. We will have one, and possibly two, tenure-track positions at the Assistant Professor level, beginning in the 1982-83 academic year. Successful applicants should complement our existing programs in experimental and social areas. Applicants should have primary research interests in organizational behavior or industrial psychology or computer applications in these areas would be of additional advantage.

Teaching duties are to be arranged. Current government regulations require that Canadian citizens and landed immigrants be given preference. Candidates of both sexes are equally encouraged to apply. Applications should include curriculum vitae, publications and three letters of reference, directed to: Dr. Edward Zamble, Chairman, Applied Search Committee, Department of Psychology, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF WINNIPEG. Psychology. Rank open. Social psychology with background in organization/industry/psychology. Department of Psychology, University of Winnipeg. Applications are invited for a tenure-track position with a starting date of September, 1983. Ph.D. required. The successful candidate will be expected to teach the equivalent of three full courses per year. Salary is competitive. Preference will be given to applicants who are eligible for employment in Canada at the time of application. Applicants should send a curriculum vitae and three letters of reference to Dr. Gary Rockman, Dept. of Psychology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PUBLIC ADMINISTRATION

UNIVERSITÉ D'OTTAWA. Faculté d'Administration. Poste à plein temps en Administration Publique disponible le 1er juillet 1983. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire établis en fonction des qualifications et états de service. Enseignement au niveau du 2e cycle et au niveau du 1er cycle et recherche. Le bilinguisme (français et anglais) serait un atout. Tous les cours sont offerts dans les deux langues officielles. Les demandes doivent être envoyées à Gilles Paquet, Doyen, Faculté d'Administration, Université d'Ottawa, 115 rue Wilbrod, Ottawa (Ontario), K1N 9S5. Cette offre est sans engagement formel jusqu'à confirmation des crédits. Les demandes émanant des candidat(e)s en possession d'une autorisation légale d'occuper au Canada un emploi rémunéré seront envisagées en priorité.

UNIVERSITY OF OTTAWA. Faculty of Administration. Faculty position in Public Administration starting July 1, 1983. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank open to negotiation, commensurate with experience and qualifications. Applicants should have a strong commitment to teaching and an interest in conducting research. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to Gilles Paquet, Dean, Faculty of Administration, University of Ottawa, 115 Wilbrod Street, Ottawa, Ontario, K1N 9S5. Note: This offer of position is subject to the availability of funding. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application will be given priority.

PUBLIC POLICY

UNIVERSITY OF MANITOBA. Department of Public Policy. Applications are invited for two tenure-track positions. Duties include teaching at both the undergraduate and graduate levels. A strong commitment to research is required. Scholars employing the public choice approach with interests in policy analysis are particularly encouraged to apply. A Ph.D. (or near completion) is a requirement. Experience in the public or not-for-profit sector is desirable. Salary is competitive and commensurate with qualifications. The university encourages applications from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application. Applications, including a curriculum vitae and names of three references should be sent to: N. Frohlich, Head, Department of Public Policy, Faculty of Administrative Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

WESTMINSTER INSTITUTE FOR ETHICS AND HUMAN VALUES. Public Policy and

Values Research. This is a possible position. Areas of special interest are business and professional ethics, aging, and health care policy. Tasks include interdisciplinary research on public policy, ethics, and human values; developing, submitting and administering research grant proposals as principal investigator; co-ordinating public education programs. Candidates with training in social sciences or law preferred. Ph.D. or LL.B. and Canadian citizenship or landed immigrant status required prior to appointment. Start 1 August 1983 or later; 12 mo. contract with 1 mo. vacation; renewable annually. Salary approximately beginning assistant professor. Closing date for applications when filled. Send curriculum vitae and 3 letters of reference to: Director, Westminster Institute for Ethics and Human Values, Westminster College, London, Canada, N6G 2M2.

PUBLIC RELATIONS

MOUNT SAINT VINCENT UNIVERSITY. Public Relations. Mount Saint Vincent University is accepting applications for two full-time appointments (one subject to budgetary approval) in its Public Relations Programme commencing July 1, 1983. The successful candidates will be responsible for teaching undergraduate courses from among the following areas: basic writing and reporting, editorial practices, print media writing, mass communications and public relations, as well as pursuing an ongoing program in research. Qualifications: Ph.D. in public relations or allied field with some teaching experience preferred. Rank and salary in accordance with qualifications and experience. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RADIOLOGY

MONTREAL NEUROLOGICAL HOSPITAL. Radiology. Neuroradiologist. The radiology department of the Montreal Neurological Hospital requires a full-time neuroradiologist. Candidates should be well-versed in special procedures, specifically in embolization of cranial and spinal tumours and/or vascular malformations. Extensive experience, at least 5 years in this particular field is required, as well as training in recognized centers under the supervision of authorities on this subject. Experience in chemoembolizations and vascular dilatation would definitely be an asset. Applicant must have a thorough knowledge of French and English, both written and spoken. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae along with 2 letters of reference should be submitted to: Max J. Palayew, M.D., Chairman, Diagnostic Radiology, Jewish General Hospital, 3755 Côte Ste-Catherine, Montreal, Québec, H1W 1B5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RECRÉOLOGIE

UNIVERSITÉ D'OTTAWA. Département de récréologie. Le département de récréologie sollicite des candidatures pour un mandat d'un an avec possibilité de renouvellement de contrat. Les candidats doivent être bilingues (français et anglais) avec spécialisation en populations spéciales, récréation thérapeutique, ou psychologie sociale ou éducationnelle. Le salaire est comparable à celui d'un poste équivalent dans les autres universités ontariennes. Les candidats doivent envoyer un curriculum vitae et les noms de trois personnes comme répondants au: Professeur Tom Goodale, directeur, Département de récréologie, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. En conformité avec les exigences de l'immigration canadienne, la préférence sera accordée aux citoyens canadiens et aux résidents permanents.

RELIGIOUS STUDIES

CONCORDIA UNIVERSITY. Department of Religion. Applications are invited for tenure-track position at the rank of Assistant Professor. Ph.D. is required with degree, or at least extensive background, in anthropology or sociology. The applicant should have training in the application of social scientific methods to the study of religion. There should be a specialization in one (or more) Asian religious traditions. The individual would teach undergraduate courses related to Asian religions (in particular in the fields of Hinduism and Buddhism) and would teach graduate level courses in Asian religions as well as in methodology. Interested candidates should send c.v. and references to Michael Oppenheim, Acting Chairman, Department of Religion, Concordia University, 2050 Mackay Ave., Montreal, Quebec, H3G 1M8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. THOMAS MORE COLLEGE, UNIVERSITY OF SASKATCHEWAN. Department of Religious Studies and Biblical Literature. Applications are invited for a tenureable appointment effective July 1, 1983 in the Department. The successful candidate will be expected to teach Educational Methods courses in elementary and secondary Religious Education in the College of Education as well as courses in the area of Christian Thought in the Department of Religious Studies in the College of Arts and Science. Qualifications required: Ph.D. or equivalent academic qualifications in Religious Studies with specialization and experience in the field of Religious Education. Rank and salary will be in accordance with qualifications and experience. Closing date for applications: when position is filled. St. Thomas More College is a Catholic college federated, i.e., academically integrated, with the University of Saskatchewan. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications including curriculum vitae, transcripts and letters from three referees to: Dr. Michael Keenan, Dean, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6.

WATERLOO LUTHERAN SEMINARY invites applications for a teaching position in the area of "Worship practice" and "Spiritual Formation". Required: expertise in Liturgies, Organ and Choral Church Music and in both the teaching and practice of Spiritual Formation; ordained Lutheran pastor in good standing with at least three years parish experience; at least one quarter of S.P.E.; earned doctorate; compatibility with small-sized Seminary Faculty federated with a university; experience at or equivalent to the Assistant or Associate Professional level; ability to relate effectively to and counsel with students; willingness to begin process of selection in May to make appointment effective September 1/83. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send application and résumé to: The Dean, Waterloo Lutheran Seminary, Waterloo, Ontario, N2L 3C5.

UNIVERSITY OF REGINA. CAMPION COLLEGE. Department of Religious Studies. Applications are invited for the position of Assistant Professor in Religious studies. The qualifications required: Ph.D. or equivalent academic qualifications. Area of specialization must be Hinduism with strong interest in contemporary Hindu practice but candidates should also have a significant background in the area of Christian thought and be able to teach significant classes in that area. Starting date of appointment must be indicated. Salary: Professor, Floor \$25,294.00; Ceiling \$36,688.00. Closing date for applications: when position is filled. Applications, including curriculum vitae, special interests and names of referees should be forwarded to Professor Isidore H. Gorski, Campion College, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2.

SOCIAL SCIENCE

UNIVERSITY OF GUELPH. College of Social Science. Winograd Visiting Professors. The

College of Social Science at the University of Guelph invites established scholars to apply for Winograd Visiting Professorships for 1983-4. These professorships are financed by the Alma Mater Fund. Length of visit may vary from a few months to a full year and remuneration will vary accordingly up to \$15,000. Such an appointment may be an attractive arrangement during a sabbatical leave period, or for recently retired scholars. A Winograd Visiting Professor will be expected to participate in the academic life of the College (e.g. research and workshops, guest lecture or seminar) and to give one or more public lectures; there will be no responsibility in terms of a regular teaching assignment. Preference will be given to candidates with interests in at least two of the disciplines represented within the College (economics, geography, political science, psychology, sociology, and anthropology). Please address correspondence to: John Vanderkamp, Dean, College of Social Science, University of Guelph, Guelph, Ontario, N1G 2W1, Canada.

SOCIAL WORK

DAIHOUSE UNIVERSITY. Maritime School of Social Work. Applications are invited for a tenure track position in direct (family) practice. The position involves teaching clinical practice theory and skills and developmental leadership within a generalist B.S.W. program, and providing teaching in the field of family functioning specialization at the M.S.W. level. Applicants should have extensive direct practice experience with individuals and families, as well as a D.S.W. or Ph.D. degree, or at least an M.S.W. The level of the appointment will depend on qualifications. Intended date of appointment is July 1, 1983 or latest September 1, 1983. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. A résumé and the names of three referees should be sent to: Professor Mary Lou Courtney, Acting Director, Maritime School of Social Work of Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

SOCIOLOGY/ANTHROPOLOGY

UNIVERSITY OF SASKATCHEWAN. Department of Sociology. Applications are invited for a tenure-stream Assistant Professor position, effective July 1, 1983. Appointment is subject to budgetary confirmation. We are seeking candidates whose interests complement our current academic offerings. Evidence of or commitment to teaching, research and scholarly work is required. A Ph.D. degree in Sociology or strong evidence of degree completion by July 1, 1983. Send vitae, three letters of recommendation and copies of publications to: Dr. Singh Bolaria, Professor and Head, Department of Sociology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. The Department of Sociology and Anthropology. The Department of Sociology and Anthropology is inviting applications for a term appointment for 1983-84. This position requires that candidates be able to teach methods and statistics for undergraduates and advanced courses in both fields. Graduate students' substantive interests will be considered. Address enquiries to: Professor G. Irving, Chairman, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario, K1S 5B6. Salary is commensurate with rank and experience. Effective date of employment: July 1, 1983. Applications should be sent to the Department of Sociology and Anthropology, Carleton University, with Canadian Immigration department, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

SOIL SCIENCE

UNIVERSITY OF ALBERTA. Department of Soil Science. Soil Microbiology. The University of Alberta, Department of Soil Science invites applications for a tenureable faculty position at the Assistant Professor level,

with appointment to be effective July 1, 1983. A Ph.D. in soil microbiology, experience with the use of isotopes and competence in microbial taxonomy is essential. The 1982-83 salary range for Assistant Professor is \$27,720 to \$39,829. Duties to include undergraduate and graduate teaching, basic research and limited extension in soil microbiology and soil ecology. Research activities should examine the dynamic aspects of soil microbiology and should complement the teaching function. Interaction with other staff to develop models of soil systems and sub-systems is expected. Applicants should send curriculum vitae, transcripts and the names of three referees to: Dr. W.B. McGill, Chairman, Department of Soil Science, University of Alberta, Edmonton, Alberta, T6G 2E3, prior to April 30, 1983. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

SPANISH/FRENCH

MOUNT ALLISON UNIVERSITY. Department of French and Spanish. Appointment in Spanish. Applications are invited for a one-year sessional appointment (September 1st 1983 to April 30th 1984) to replace a faculty member on sabbatical leave. 1. Title of Position: Lecturer or Assistant Professor. 2. Qualifications required: Ph.D. or equivalent or near completion. 3. Duties: To teach courses in Spanish language and Spanish/American Literature. 4. Salary: Salary commensurate with qualifications and experience. 5. Date of appointment: 1 September 1983. 6. Closing date for receipt of applications: When position is filled. 7. Apply to: Dr. Peter J. Edwards, Acting Head, Department of French and Spanish, Mount Allison University, Sackville, New Brunswick, E0A 3C0. A curriculum vitae and transcripts should be sent and arrangements made for three letters of reference to follow as soon as possible.

WILFRID LAURIER UNIVERSITY. Spanish/French. One-year limited term appointment. Ph.D. or equivalent is required, a history of publications is an asset. To teach undergraduate courses in Spanish and French language and Literature. A specialty in French Canadian Literature would be an asset. Salary commensurate with qualifications. Application with curriculum vitae and names of three referees to be sent to: Dr. Angelo A. Borras, Chairman, Dept. of Romance Languages, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Appointment to be effective from July 1, 1983, subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

STATISTICS/ACTUARIAL SCIENCE

MCMASTER UNIVERSITY. Department of Mathematical Sciences. Applications are invited for a tenure-track assistant professorship in statistics starting July 1, 1983. Candidates are required to have a Ph.D. thorough knowledge of statistical theory and a demonstrated interest in applications, as well as proven ability in teaching and research. Experience in statistical consulting would be an asset. Duties will include undergraduate and graduate teaching and supervision as well as research. The position is in the Department of Mathematical Sciences but includes liaison with statistics faculty in other departments and application areas such as Health Sciences and Engineering. Salary will be based on qualifications and experience. Minimum for Assistant Professor is \$23,540 in 1982/83. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please send curriculum vitae and arrange for three letters of reference to: B. Banaschewski, Chairman, Department of Mathematical Sciences, McMaster University, Hamilton, Ontario, Canada, L8S 4K1.

UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of The University of Western Ontario invites applications for a senior visiting one-year limited term ap

pointment. The appointment will be made subject to funds being available. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I. B. MacNeill, Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. "An equal opportunity employer".

UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of The University of Western Ontario invites applications for a three-year limited term appointment at the rank of assistant professor. The successful applicant will have a major interest in biomedical applications of statistics and in statistical computing. The appointment will be made subject to funds being available. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a detailed curriculum vitae and the names of three referees should be sent to: Dr. I. B. MacNeill, Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. "An equal opportunity employer".

UNIVERSITY OF WATERLOO. Department of Statistics and Actuarial Science. Applications are being accepted for the position of assistant or associate professor of Statistics. Applicants must have a Ph.D. and have the ability to carry out an effective independent research programme, to teach, and to direct graduate research in Probability and Statistics. Duties include undergraduate and graduate level teaching, graduate student supervision, and research. Salary and rank commensurate with qualifications and experience. The effective date of appointment is July 1, 1983 or earlier and is subject to availability of funds. The closing date for reception of applications is May 1, 1983. Send applications to Dr. J. F. Lawless, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THEATRE

UNIVERSITY OF BRITISH COLUMBIA. Department of Theatre. Applications are invited for an Assistant Professor to teach Voice and Speech to all four years of an undergraduate programme. A Master's degree or equivalent professional experience, plus teaching experience are needed. Salary negotiable but in the \$27,000 to \$33,000 range. Applications with curriculum vitae and names of three referees should be sent to: Dr. John Brockington, Department of Theatre, University of British Columbia, Vancouver, B.C. V6T 1V6, Canada. Deadline: Until filled. Appointment commences July 1st, 1983 although teaching duties will not begin until September 1st, 1983. At the moment, only applications from Canadians (citizens or landed immigrants) will be considered.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH. Ontario Veterinary College. Department of Clinical Studies. A faculty position in Small Animal Internal Medicine is available in the Department of Clinical Studies, University of Guelph. Academic rank and salary will be commensurate with experience and qualifications. Requirements: D.V.M. or equivalent, specialty certification or eligibility for certification in veterinary internal medicine, research potential and aptitude for teaching. Applicants must be licensed to practice in Ontario. Responsibilities include participation in lectures, laboratories and clinical teaching to students enrolled in the professional curriculum. In addition, the person will be expected to participate in research, continuing education and service work in the Department. Starting date is July 1, 1983. Closing date for applications is May 1, 1983 or until a suitable applicant is found. Position is subject to final budgetary approval.

Qualified applicants should submit a curriculum vitae with the names of three references to: Dr. M. R. Wilson, Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. WESTERN COLLEGE OF VETERINARY MEDICINE. Department of Veterinary Internal Medicine. Small Animal Internal Medicine. The Department of Veterinary Internal Medicine, Western College of Veterinary Medicine, is inviting applications for two faculty positions in Small Animal Internal Medicine. Applicants must possess a D.V.M. degree or its equivalent and be eligible to become licensed to practice in Saskatchewan. The positions are available July 1, 1983. Candidates with postgraduate qualifications and/or board certification will be given preference. Responsibilities will include undergraduate and graduate teaching of internal medicine or one of the specialties, primarily in small animals, and participation in the clinical service programs of the Veterinary Teaching Hospital. Clinical research will be encouraged and expected. Applications and curriculum vitae should be submitted to: Dr. O. M. Radostits, Head, Department of Veterinary Internal Medicine, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. ONTARIO VETERINARY COLLEGE. Department of Clinical Studies. Three positions in Large Animal Medicine are available in the Department of Clinical Studies, Ontario Veterinary College, University of Guelph. Closing date for applications is May 1, 1983 or until suitable applicants are found. Competence in general medicine of all species of Large Animals will be required of the successful applicants. The duties of the applicants will be to teach large animal medicine at the undergraduate and graduate level, to participate as a Clinician in the Veterinary Teaching Hospital and to conduct research in food animal medicine. Completion of an Intern/Residency program and a research degree are desirable. Academic rank and salary will be commensurate with experience and qualifications. Applicants must be licensed to practice veterinary medicine or eligible for licensure in the Province of Ontario. Position is subject to budgetary approval. Enquiries regarding the position should be made to: Dr. M. R. Wilson, Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

POSITION WANTED

CULTURAL ANTHROPOLOGIST: 15 years of teaching experience, seeks half-time position. Specialties: Polynesia, women's studies, prehistory of Europe, religion, history of anthropological thought, enculturation. Dr. Christa Bausch, Department of Sociology and Anthropology, Ohio University, Carnegie Hall, Athens, Ohio, U.S.A. 45701.

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE, non-profit, faculty-administered, helps arrange teaching and/or housing exchanges within North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A. 17603.

ACCOMMODATION

VANCOUVER. Furnished sabbatical home, 3 bedrooms, den, 3 baths, finished basement, close to schools, 10 minutes to U.B.C. Available Aug. 1/83 - 12 months, \$1,100 per month. Tel: (604) 224-5523.

LOVELY TORONTO HOME, central, fully furnished, 4 BR, 3 full baths, finished basement, 5 appliances, trezzer, piano, large yard & deck. Near shops, schools, transport. \$1200/mo. Aug. or Sept. '83 for 1 year. Tel: 416-667-3678.

WANTED: Sabbatical house in central Toronto for 1983-84, 4 bedrooms plus. Send description and location/address to J. D. or M. P. Maxwell, Sociology, Queen's, 613-547-2754 or 544-5040 (Home).

FOR RENT: Kingston, furnished sabbatical house available July 1, 1983 for 1 year, 4 bedrooms, 2 studies, large family room, close to Queen's and schools. J. D. or M. P. Maxwell, Sociology, Queen's, 613-547-2754 or 544-5040 (Home).

OXFORD RENTAL, Sept. 83 - July 84, 3 bedroom Cotswold house, 20 mins. Oxford. All appliances. Heating. Garden terraced to stream; duckpond. (416) 961-4288 (evenings).

ACCOMMODATION AVAILABLE: Four bedroom house, furnished or unfurnished, in Beaconsfield near Montreal, June 1, 1983 to May 31, 1984. Phone 514-879-4243 or 514-695-0164.

S. WARWICKSHIRE, ENGLAND: Alcester. Two bedroom furnished flat, 3 1/2 acre garden, near Stratford-upon-Avon, Birmingham, Coventry. Available from 1 May 83; £165 per month. Photo on request. 44 Forbes Ave., Guelph, Ont., 519-836-4889.

LATE ADS

YORK UNIVERSITY. Faculty of Fine Arts. Four positions open for the 1983/84 academic year commencing on 1 September 1983 and terminating 30 April 1984, at the Assistant Professor level (Salary floor \$23,240 for 12 months). 1) Voice/Acting. Requirements: the post-secondary level preferred. Interest and ability in directing. Knowledge of the principles of scene study, script analysis, and theatre games. 2) Lighting. Requirements: Ability to teach a sequence of lighting courses and basics of other areas of stagecraft and design. Teaching experience at post-secondary level and experience in lighting for the professional theatre preferred. Must be prepared to supervise the lighting for two major productions and a series of study exercises. Part of the load could also include designing the lighting for two major productions. 4) Costume. Requirements: Ability to teach costume design at the undergraduate level as well as the basics of other areas of design. Ability to teach costume construction techniques. A knowledge of the history of costume and design. Professional experience in some area of costume design or construction. Part of the load may consist of designing costumes for two major productions. Application deadline: May 1, 1983. Apply with curriculum vitae and names of three referees to: Ross Stuart, Chairman, Department of Theatre, York University, Downsview, Ontario, M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Fine Arts. Theatre Design. For the 1983-84 academic year commencing 1 September 1983 and terminating 30 April 1984, The rank would be at the Assistant Professor level. (Salary floor \$23,240 for 12 months). Requirements: Professional experience in the area of set design. Teaching experience at the university or professional school level. Ability to teach set design and the basics of other areas of design and stagecraft. Interest in developing an imaginative and viable programme in theatrical design at the undergraduate and graduate levels at a time of critical austerity. Part of the load may also consist of designing one or two major productions. The Faculty of Fine Arts at York University is located in multi-media theatre, includes the Departments of Dance, Film, Music, and Visual Arts. York's Department of Theatre has over 200 majors studying performance, production and theatre studies and an innovative MFA programme. Application deadline: May 1, 1983. Apply with curriculum vitae and names of three referees

to: Ross Stuart, Chairman, Department of Theatre, York University, Downsview (Toronto), Ontario, M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MCGILL UNIVERSITY. Department of Philosophy, Lecturer or Assistant Professor, one year appointment, Ph.D.; some publications an asset. To teach courses on 18th and 19th century philosophy and contemporary moral issues, 1983-84 academic year and 1984 summer term. Salary to \$26,685. In accordance with Canadian citizens and permanent residents. Existing files of earlier eligible applicants will be considered. Duties begin Sept. 1, 1983. Applications received until position filled. Send curriculum vitae and names of three references to: Professor Alastair McKinnon, Chairman, Department of Philosophy, Bronfman Bldg. McGill University, 1001 Sherbrooke St. W., Montreal, Quebec, H3C 3G1.

UNIVERSITY OF MANITOBA. Graphic Art. The School of Art, University of Manitoba invites applications for a seasonal statistical replacement appointment at the lecturer or assistant professor level in the GRAPHIC DESIGN area. MFA or equivalent professional experience preferred. Applications accompanied by a detailed curriculum vitae, a portfolio of work, and the names of three referees should be addressed to: Prof. Charlie Scott, Director, School of Art, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, before May 15, 1983. The University encourages both women and men to apply for these positions. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Engineering. Applications are invited for junior faculty positions in the following departments: Chemical, Civil, Electrical, Geological, Mechanical and Systems Design. Candidates must be eligible to apply for the National Science and Engineering Research Council of Canada Fellowships. These Fellowships provide \$29,500 per year and this will be supplemented depending upon qualifications and experience. Candidates must have a commitment to excellence in teaching and research. These awards are only available to Canadian citizens or permanent residents. Resumes should be sent to: Dean, Faculty of Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

UNIVERSITY OF SASKATCHEWAN. WESTERN COLLEGE OF VETERINARY MEDICINE. Equine Field Practice. Faculty position available July 1, 1983 (subject to budgetary confirmation) for an Assistant Professor in Equine Field Practice. Primary duties are clinical teaching and service in the equine field practice. Participation in lectures and laboratories in the clinical teaching program is expected. Development of a clinical research program is encouraged. Qualifications include a D.V.M. or comparable degree and eligibility for licensure in Saskatchewan. Residency or other formal training, specialty board certification or qualified, is highly desirable. Salary commensurate with training and experience. Address inquiries to: Dr. C. S. Rhodes, Head, Department of Herd Medicine and Theriogenology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

ST. THOMAS MORE COLLEGE. Sociology. A one year (leave replacement) term appointment with specialization in the Family, Religion, and methodology. Applicants must hold the Ph.D. or be near completion of the degree. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas More College is a Catholic college affiliated with the University of Saskatchewan. Send curriculum vitae and three references to Dr. E. D. Tate, Head, Department of Sociology, St. Thomas More College, 447 College Drive, Saskatoon, Sask. S7N 2Z7.

QUEEN'S UNIVERSITY. Anatomy. Applications are invited for an Assistant Professor of Anatomy. This special appointment is contingent on the applicant being successful in obtaining a Medical Research Council of Canada (or equivalent) Scholarship which is awarded for a period of 5 years. A Ph.D. and/or M.D. or D.D.S. degree and minimum of 2 years of postdoctoral experience are essential. Candidates with

strong productive research in Neuroscience, Ultrastructural Cell Biology or Teratology will be given priority. The successful applicant will be expected to devote at least 75% of time to research with limited teaching duties. Ability to teach in two of the four areas (Human Gross Anatomy, Neuroanatomy, Histology or Embryology) will be an asset. Candidates should arrange to have a copy of their curriculum vitae and 3 letters of recommendation sent to: Dr. M. G. Joneja, Professor and Head, Department of Anatomy, Faculty of Medicine, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Canadian citizens or Landed Immigrants will be given preference. Persons of both sexes are encouraged to apply. Deadline for applications including references is April 30, 1983.

TRENT UNIVERSITY. Department of Geography. Applications are invited for a one-year sessional position, possibly renewable for a second year. Although physical geographers, particularly those with a soils biogeography background, will be given preference, the successful applicant will be expected to contribute to a wide variety of undergraduate courses. These contributions might be in such courses as quantitative methods — computer applications (second year), Geography of Canada (third year) or Human Geography (second year). The ideal candidate would be comfor-

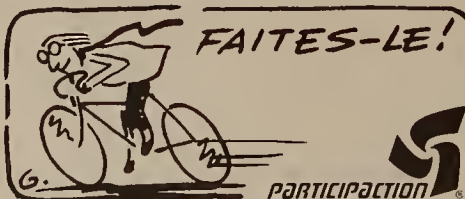
table with such utility duties while offering a good third year soils course. Salaries will be at the Lecturer or Assistant Professor levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, with resume and names of three referees to Professor Peter Adams, Acting Chairman, Department of Geography, Trent University, Peterborough, Ontario, K9J 7B8.

UNIVERSITY OF REGINA. Faculty of Education. Title of Position: Assistant Professor of Education in Language Arts (Term — Renewable). Qualifications Required: At least a Master's degree in Language Arts (doctorate preferred) plus experience in classroom teaching and/or supervision at the elementary/secondary levels. Eligibility: in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nature of Duties: Teaching at the undergraduate level in language arts subjects to prospective elementary/secondary teachers. Emphasis will be on the elementary level. The incumbent will be expected to participate in program development and in the supervision of student practice activities. Salary Offered: Salary negotiable according to qualifications and experience. Person to Whom Applications Should be Addressed: Dean G. E. Richer,

Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2. Effective Date of Appointment: July 1, 1983. Closing date for Receipt of Applications: April 30, 1983.

UNIVERSITE YORK. COLLEGE GLENDON. Traduction. Département d'Études Françaises et Hispaniques. Mise en concours d'un poste de professeur adjoint en traduction. Conditions requises: Être titulaire d'un doctorat en traduction et linguistique ou en études françaises (ou d'un diplôme équivalent); posséder une expérience de traducteur professionnel; être de langue française et avoir une bonne connaissance de l'anglais. Nature de

l'enseignement: Théorie de la traduction, lexicologie et lexicographie, stylistique différentielle, rédaction française, travaux pratiques de traduction. Salaire: En conformité avec la convention collective de l'Université (conformément aux exigences relatives à l'immigration Canadienne ce poste est réservé aux citoyens Canadiens et aux résidents permanents). Prière d'envoyer son curriculum vitae et 3 lettres de références à M. Claude Taitton, Programme de Traduction, Collège Glendon, 2275 rue Bayview, Toronto, Ontario, M4N 3M6. Date limite de dépôt des candidatures le 15 mai 1983.



UNIVERSITE DE MONCTON Centre Universitaire de Moncton

L'Université sollicite des candidatures de

PROFESSEURS

en

Communication Droit

Sous réserve d'approbation budgétaire, l'Université anticipe que seront à combler les postes susdits dont la date d'entrée en fonction est le 1er juillet 1983. Les candidatures pourront être considérées dès leur réception et selon leur ordre d'arrivée par la suite si le poste reste disponible (à moins d'indication contraire). Les candidats doivent maîtriser la langue française, tant orale qu'écrite. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois répondants et être transmise au sein de la personne indiquée ci-dessous à l'adresse suivante:

Centre universitaire de Moncton
Université de Moncton
Moncton, Nouveau Brunswick E1A 3E9

(Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens canadiens et aux résidents permanents.)

COMMUNICATION

Fonctions: Enseigner des cours de 1er cycle reliés principalement à un nouveau programme d'information et communication. Participer à l'orientation du programme et à son développement. Faire de la recherche dans le domaine de l'information ou des moyens de communication.

Qualifications: Formation dans un champ d'étude pertinent pour l'information et la communication. De préférence le doctorat. Intérêt assez général pour les divers aspects de la communication avec un accent sur la production des informations. L'expérience dans l'enseignement et dans les médias sera prise en considération. L'engagement se fera au rang approprié aux qualifications du candidat retenu.

Communiquer avec: Monsieur Georges François, doyen
Faculté des arts

DROIT

Fonctions: Enseignement en droit (common law)
Qualifications: Bachelier en common law, maîtrise en droit ou l'équivalent
Communiquer avec: Me Michel Bastache, doyen
École de droit

ECONOMIE

Fonctions: Enseignement de cours aux 1er et 2e cycles dont macro et micro-économie

Qualifications: De préférence le doctorat dans la discipline.
Date limite: Les candidatures seront considérées dès leur réception.
Communiquer avec: Monsieur Eugène Richard, directeur
Département d'économie
Faculté des sciences sociales

INFORMATIQUE

Fonctions: Le Département offre un programme spécialisé de 1er cycle en informatique. En plus de l'enseignement, le candidat choisi sera demandé de faire de la recherche en informatique et à participer au développement du secteur informatique.

Qualifications: Ph.D. ou formation équivalente; intérêt pour la recherche. Les détenteurs d'une maîtrise en informatique avec une expérience pertinente seront aussi considérés.

Communiquer avec: Monsieur Thomas Richard, directeur
Dép. de mathématiques, de physique et d'informatique
Faculté des sciences et de génie

Informatiques Mathématiques

MATHÉMATIQUES

Fonctions: Enseignement au niveau du baccalauréat et recherche.
Qualifications: Ph.D. ou l'équivalent. Intérêt en mathématiques appliquées, en particulier en informatique ou en statistiques ou en recherche opérationnelle. Les candidats avec intérêts dans les autres disciplines des mathématiques seront aussi considérés.

Communiquer avec: Monsieur Thomas Richard, directeur
Dép. de mathématiques, de physique et d'informatique
Faculté des sciences et de génie

PSYCHOLOGIE

Fonctions: Le candidat devra pouvoir enseigner et avoir un programme de recherche en psychologie sociale ou en psychologie clinique.

Qualifications: De préférence le doctorat dans la discipline.

Date limite: Les candidatures seront considérées dès leur réception.
Communiquer avec: Monsieur John Tiwendell, directeur
Département de psychologie
Faculté des sciences sociales

SCIENCE POLITIQUE

Fonctions: Enseignement au 1er cycle et recherche.

Qualifications: De préférence le doctorat dans la discipline.

Date limite: Les candidatures seront considérées dès leur réception.
Communiquer avec: Monsieur Gilles Bouchard, directeur
Département de science politique
Faculté des sciences sociales

SERVICE SOCIAL

Fonctions: Enseignement des cours de méthodes, (plus spécifiquement en intervention collective), des cours en politiques sociales ainsi que supervision de stagiaires.

Qualifications: De préférence le doctorat dans la discipline.

Date limite: Les candidatures seront considérées dès leur réception.
Communiquer avec: Madame Alice Breaux, directrice
Département de service social
Faculté des sciences sociales

SOCIOLOGIE

Fonctions: Le candidat sera appelé à enseigner dans les domaines suivants: introduction, méthodologie, théorie, société académique, société canadienne plus un (ou des) cours dans des domaines d'options en sociologie.

Qualifications: De préférence le doctorat dans la discipline.

Date limite: Les candidatures seront considérées dès leur réception.
Communiquer avec: Monsieur Greg Allain, directeur
Département de sociologie
Faculté des sciences sociales

Lors de son engagement, le professeur à plein temps se voit attribuer un des rangs professionnels définis dans la convention collective selon ses qualifications et expérience. Le traitement annuel est établi aussi selon les qualifications et l'expérience.

CHIMIE ORGANIQUE

Fonctions: Enseignement aux niveaux 1er et 2e cycles, recherche.

Qualifications: Ph.D. ou l'équivalent.

Date limite: Les candidatures seront reçues jusqu'au 15 mai 1983
Communiquer avec: Le Directeur
Département de chimie et biochimie
Faculté des sciences et de génie

Service social Sociologie

ECONOMIC BENEFITS. AVANTAGES ECONOMIQUES

Provisions for pension indexing in universities

by W.W. McCutcheon

Protection of pension income from the consequences of inflation is a significant consideration for university teachers. As an illustration, since the beginning of 1974 the average increase in the Canadian consumer price index on an annual basis has never been less than 7.5 percent and has been as high as 12.5. Overall, the average has been close to 10 percent. At this rate, the cost of living doubles in about seven years. Unless there has been a corresponding increase in pension income, recipients become financially poorer each year.

The extent to which there is provision for increases in living costs through indexing varies in pension plans of Canadian universities. Disparities in general tend to be associated with university size and location, though not exclusively so.

Indexing uncommon

Based on information available in the *Atlantic University Benefits Survey* published by the Atlantic Association of University Personnel Administrators in 1981, indexing of university pensions in the four

Atlantic provinces is uncommon. Nine universities reported no provision for indexing of pensions. In one of these the matter was under review. The University of New Brunswick was the only one with an actual plan in effect. The increase could be as much as six percent per year, if the CPI increased to this extent. Increases in the CPI in excess of six percent were not covered, nor was there provision for a carryover to future years of increases greater than six percent.

According to data in the 1981 survey, *Analyse des Régimes de Rentes en vigueur dans les Universités du Québec*, seven of the nine universities in the province had pension plans providing some kind of increases to help alleviate the ravages of inflation. Two universities had indexing on an *ad hoc* basis; two had partial indexing that applied if the increase in the cost of living went beyond a certain percentage — four percent in one case and five percent in the other. In another instance, the increase was dependent upon the performance of the pension fund. For two universities, the increase was

on the same basis as the RRQ (Régime de rentes du Québec) which, in effect, is based on the actual change in the cost of living. Two other universities reported having no provisions to maintain the purchasing power of their pensions.

Variety of adjustments

The *University Benefits Survey Part II (Pensions)* published by the Council of Ontario Universities (1981) indicated that the plans were characterized by a variety of adjustments. For seven plans, indexing was restricted to a maximum of two percent. Other plans included one with indexing at three percent maximum; the University of Waterloo from a minimum of five percent (more is possible depending on ability to pay); two with indexing based on what the fund is able to afford; two had *ad hoc* adjustments; one had a special fund and three plans were without provision for indexing.

The *CAUT Employee Benefits Survey for Faculty in the Western Provinces* (January 1982) showed that the majority, 10 of 12 universities in the four western provinces, had some kind of pension adjustments to offset increases in the cost of living. For a number of years the University of Manitoba has done so, but without a specific basis. The two other universities in Manitoba, according to the survey, did not have pension plans that provided indexing. The University of Saskatchewan had its pension increases related to the consumer price index, while at the University of Regina an *ad hoc* arrangement prevailed. The four universities in Alberta all had a similar plan, the trustee being the government of Alberta, and the indexing was reported to be "actual percentage increase." All three universities in British Columbia had their pensions indexed in the three percent category.

As a result of the four recent surveys of 48 university pension plans for which information was available 16, one-third, had no provision for indexing. In this category were nine universities in the Atlantic provinces, two in Quebec, three in Ontario and two in Manitoba. Though the majority of universities provided for indexing to some extent, either formally or informally, only a minority reported increases in keeping with changes in the cost of living in recent years. Of the 32 places where there were adjustments, at least 11 appeared to be in the two to three percent category.

Problem to address

How to provide for pension adjustments to offset increases in the cost of living during retirement is a problem to which a number of universities and faculties need to address themselves. As a beginning, the long term past investment performance of existing pension plans might be scrutinized with a view of uncovering possible ways of improving returns in the future. There are advocates of the idea that the high interest rates that commonly accompany inflation, sometimes referred to as excess earnings, could be allocated to increasing pension in-

come after retirement. This idea was discussed in the recently released Green Paper on Pensions of the federal government. The "excess interest concept" was supported by the report of the provincial supervisors of pensions in their report of last year.

There is no escaping the fact that indexing of pensions requires funding, as do other aspects of university operations. Inflation has unquestionably affected university costs overall. In some cases, perhaps, the percentage or proportion of university funds allocated for pensions is less than it would have been had there been lower inflation than has been the case in recent years. In other words, have funds designated for pensions kept pace with other budget increases?

There may be instances where university administrators and faculty should consider allocating more money to assure better pension adequacy during retirement, even if this means less in the way of other benefits. A re-examination of priorities might be desirable.

Conceivably, it is less than feasible, or possible, for all universities to be in the fortunate position of those whose indexing equals that of increases in the CPI. A reasonable degree of indexing is obviously preferable to none, or to a percentage that is so small, two or three percent, as to be unrealistic in terms of increases in prices.

Legitimate undertaking

CAUT does not, at present, have information that is comprehensive in terms of evaluating the investment performance of university pension plans. It would appear to be a legitimate undertaking for a number of faculty associations to concern themselves seriously with various investment aspects of their pension plans that ultimately determine to an important degree the resources available for pensions.

Whatever the complexities of various situations may be, present and prospective pensioners should realize clearly the consequences if pension indexing is absent or less than increases in the cost of living. The fact that during the period 1971-81 the cost of living index increased from 100 (1971) to 236.9 (1981), substantially more than doubling, should be considered carefully.

To ascertain approximately the number of years it will take a pension, or the cost of living to double, simply divide 72 by the annual percentage increase. It follows that a pension increase of three percent per year will require about 24 years for the income to double in amount.

Considering the increase in living costs during the last decade and the likelihood of a continuation in future years, many university teachers need to concern themselves about their future financial welfare. A fixed pension income, or one whose indexing is substantially less than increases in the CPI, will inevitably result in a decreasing standard of living in retirement.

Dr. McCutcheon is with the Faculty of Education at the University of Ottawa.



ST. PAUL'S COLLEGE of THE UNIVERSITY OF MANITOBA

invites applications and nominations for the position of

PRINCIPAL

St. Paul's College is a Roman Catholic institution affiliated with the University of Manitoba. Its faculty are regular members of University departments offering graduate and undergraduate instruction in Arts and Science.

The Principal will take up a University appointment to act as the academic and administrative leader of the College, representing its interests on Senate and to other governing bodies of the University. Applicants should have a distinguished record in both teaching and research, and have administrative experience. The successful applicant, while having an opportunity to teach, will be expected to develop the aims and objectives of the College and strategies for achieving these.

The appointment is expected to commence on September 1, 1983, or as soon thereafter as may be mutually agreed. Salary and rank will be commensurate with qualifications.

Applications (with the names of three referees) and nominations should be forwarded by May 31, 1983 to:

Chairman, Search Committee
St. Paul's College
University of Manitoba
Winnipeg, Manitoba
R3T 2M6

The university encourages both women and men to apply for positions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The Institute for Research on Public Policy
The Canadian Association of University Teachers
The Association of Academic Staff: University of Alberta
The Confederation of Alberta Faculty Associations

present a conference on

THE BUSINESS COMMUNITY AND THE UNIVERSITY: THE NEED FOR COLLABORATION

April 17 - 19, 1983
Edmonton, Alberta.

Sunday, April 17, 1983

7:30 p.m. — Registration and Reception
10:30 p.m. — (Host Bar)

Monday, April 18, 1983

8:00 a.m. — Registration
8:30 a.m. —

8:30 a.m. — Welcoming Remarks
8:45 a.m. — The Honourable
ROBERT STANFIELD
Chairman of the Board
The Institute for Research
on Public Policy

8:45 a.m. — Human Resources:
What Does Business
Expect?

Moderator:
JIM NININGER
President
Conference Board in
Canada

Speakers:
TED BEST
Vice-Chairman, Board of
Governors
Canadian Petroleum
Association
E. PETER BIRCH
Senior Vice-President
Corporate and Employee
Relations
SPAR Aerospace Ltd.

10:15 a.m. — Coffee
10:30 a.m. —

10:30 a.m. — Research:
What Does Business
Expect?

Moderator:
GORDIN KAPLAN
Vice-President, Research
University of Alberta, and
Former President, CAUT

Speakers:
DONALD CHISHOLM
Chairman of the Board
Bell Northern Research
Ltd.
RAYMOND LEMIEUX
Professor of Chemistry
University of Alberta

DOUGLAS MARSHALL
Vice-President
Government Relations
Bombardier Inc.
KEITH MCWALTER
Chief Executive Officer
Gulf Canada Resources

12:00 noon — Luncheon
2:00 p.m. — Speaker
ERIC J. GEDDES
Partner
Price Warehouse

2:00 p.m. — The Reaction of
Governments
Moderator:
The Honourable ROLAND
PENNER, PC
Attorney-General
Government of Manitoba,
and Former President,
CAUT

Speakers:
The Honourable
SERGE JOYAL
Secretary of State
The Honourable BETTE
STEPHENSON
Minister of Education
Province of Ontario
The Honourable
MICHAEL WILSON
Member of Parliament,
Etobicoke Centre, and
Finance Critic
Progressive Conservative
Party

3:30 p.m. — Coffee
4:00 p.m. —

4:00 p.m. — Three Concurrent
Workshops
(This will provide an
opportunity for discussion
with the speakers and par-
ticipants)

5:30 p.m. — Break
7:00 p.m. — Reception
7:30 p.m. —

7:30 p.m. — Dinner
9:30 p.m. —

Changing Perspectives on
the Relevance of a Univer-
sity Education

Speaker:
LARKIN KERWIN
President
National Research Council

MEYER HOROWITZ
President, University of
Alberta

12:00 p.m. — Luncheon
2:00 p.m. — Speaker:
The Honourable
PETER LOUGHEED
Premier of Alberta
*to be confirmed

Tuesday, April 19, 1983

8:00 a.m. — Coffee
8:30 a.m. —

8:30 a.m. — The Changing Relationships
Between Business and the
Universities

Moderator:
LOUIS DESROCHERS
McGill Desrochers

Speakers:
TOM BRZUSTOWSKI —
Vice-President, Academic
University of Waterloo
ERNIE PALLISTER
President
Pallister Resource
Management Limited
TONY MACIAS
Assistant Dean for
Development
School of Engineering
Stanford University

10:30 a.m. — Coffee
11:00 a.m. —

11:00 a.m. — The Challenge to
Universities

Moderator:
KEN MCGOVERN
Professor of Philosophy
University of Regina,
Compton College and
President, CAUT

Speakers:
DALTON CAMP
Syndicated Columnist and
Member of the Board of
Governors
of the University of
New Brunswick

Registration Form

Name _____
(Please include given name)
Title _____
Organization _____
Address _____
City _____
Province _____
Postal Code _____
Telephone _____

Registration Information
The Conference fee, which includes two
receptions, two luncheons and a dinner, is
\$225.00 per person. The fee for two or more
registrants from the same organization is
\$200.00 per person. Deadline for registra-
tion is Friday, April 1, 1983. No cancella-
tions can be honoured after that date,
however, substitutions are permitted.
Registrations will be acknowledged.

Completed form and cheque (payable to
the Institute for Research on Public Policy)
should be mailed to:

Mr. Donald Wilson, Director, Conferences
& Seminars
The Institute for Research on Public Policy
275 Slater Street, 5th floor
Ottawa, Ontario K1P 5H9 (613) 238-2296

**CONCORDIA
UNIVERSITY**



Appointment of the Rector

An advisory search committee has been named for the appointment of the Rector of Concordia University.

The appointment will date from June 1, 1984. The contract will be for a five-year term, renewable. The present Rector is eligible for re-appointment.

The Rector will require the ability on occasion to represent Concordia in French, notably in relations with the Government of Quebec and in inter-university meetings.

Applications or nominations, with biographical information, should be sent by June 15, 1983 to the secretary of the Advisory Search Committee: Rev. Aloysius Graham, S.J., Secretary of the Board of Governors, Concordia University, 1455 de Maisonneuve Blvd., West, 8C-209, Montréal, Québec H3G 1M8.

MOUNT ALLISON UNIVERSITY

Obed Edmund Smith Chair in Mathematics

The Department of Mathematics and Computer Science is seeking nominations or applications for a senior position in a department consisting of ten faculty members at an undergraduate liberal arts university.

The successful candidate must have an established reputation as an excellent teacher and researcher.

Nominations and applications should be sent to:

Dr. R.P. Sealy, Head
Department of Mathematics
and Computer Science
Mount Allison University
Sackville, New Brunswick
E0A 3C0